# THE SURVEY

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CONTENTS


FRONTISPIECE - - - - - - *Drawing by Jean Henry* 66
EDITORIAL PARAGRAPHS - - - - - - - - - - - - 67
SAVING A PROSPEROUS INDUSTRY - - - - - - - - - - - - - - - - - - *Dorothea deSchweinitz* 71
THE JUDGE TURNS SOCIAL WORKER - *Ruth MacMillin* 73
COMMUNITY CHESTS AND RELIEF - *Homer W. Borst* 74
MEET THE DIRECTOR OF BOYS' WORK - *J. A. Wolf* 76
GUIDES FOR GROWN-UPS - - *George H. Preston, M.D.* 78
BERKELEY EXPERIMENTS WITH "CONTROLS" - - - - - - - - - - - - - - - - - - - - *Anne Roller* 79
THE NEGRO'S LIVELIHOOD - - - - *Ruth G. Bergman* 80
WIN OR LOSE? - - - - - - - - *Beulah Weldon Burhoe* 82
THE UNIFORM CHILD LABOR LAW - *Florence Kelley* 84
MINERS IN LINE - - - - - - - - *Josephine Roche* 86
AT THE ADMISSION DESK - - - - - *Dorothea Luhr* 87
SOCIAL PRACTICE - - - - - - - - - - - - - - - - 88
Outskirts of Crime, Ready for Trouble, When Defectives Go to Work, Down but not Out, Training by Mail, Twenty Years in Review, The Living Hand at Work
HEALTH - - - - - - - - - - - - - - - - - - - - 90
School Marks and Health, A Good Year for Babies, Poverty and Pellagra, For Better Boards, Making Camp Count, Children on Crutches, A Thousand Visits a Day
COMMUNITIES - - - - - - - - - - - - - - - - - 92
Preventive Policemanship, Prevent and Reclaim Blighted Areas, The Newest Cooperative Apartments, A Look Ahead at Recreation, Tomorrow in New Orleans, Cosmopolis
INDUSTRY - - - - - - - - - - - - - - - - - - - 94
California's Middle-aged, First Aid for Textiles, Safety Values, Bat'a and the Five-Day Week, The Census and Women Workers, Human Relations in Industry, Getting Ready for Boston, Meeting Unemployment
EDUCATION - - - - - - - - - - - - - - - - - - - 96
Adult Education on the Campus, "What is There to Be?", Wisconsin's New Plan, In Small Compass, The Business of Being a Parent, On the Air, The Growing Law Schools
BOOKS - - - - - - - - - - - - - - - - - - - - - 98
WORK SHOP - - - - - - - - - - - - - - - - - - - 102
Who Shall Decide Personnel Policies, *Raymond Clapp*, The Truth, the Whole Truth?, *J. Prentice Murphy, Frank J. Bruno, Edward D. Lynde,* Is an Ethical Code Necessary, *Marion Hathway,* Telling the Public, *Edith M. Ross, R.N.*, Have You a Book?, Gossip
COMMUNICATIONS - - - - - - - - - - - - - - - - 109


# The Gist of It

HOW employers and employes are working together to adjust to hard times in the silk stocking industry, which was suddenly expanded in days of prosperity, is told on page 71 by DOROTHEA DE SCHWEINITZ of the Industrial Research Department of the Wharton School, University of Pennsylvania.

RUTH MACMILLIN, who tells on page 73 how one judge evolved a whole child welfare program in a rural county, has been publicity director of the Central Council of Social Agencies in Milwaukee.

IN The Survey of September 15 (page 502) Linton B. Swift, executive secretary of the Family Welfare Association, raised a number of basic questions as to the roles which the family welfare societies and the community chests should play in meeting a community's bill for relief. Here (page 74) HOMER BORST, of the Association of Community Chests and Councils, presents some divergent views from the point of view of the chest.

HOW the amorphous "boys' worker" has become a professional person, with clearcut qualifications and responsibilities that make his job important and interesting, is told on page 76 by J. A. WOLF, executive director of the Neighborhood Assn. of St. Louis.

NOT only skill with word and pencil have gone into the palpable hits at parents which DR. GEORGE H. PRESTON takes on page 78, but also the insight of one who is a professional psychiatrist and Commissioner of Mental Hygiene of Maryland.

ANNE ROLLER is a member of the Survey staff in the dual capacity of field worker and frequent contributor. On page 79 she tells of an especially interesting attempt to assay the benefits of child guidance now under way in her own California city.

THE economic advances and setbacks of Negro workers has been the subject of a special study made for the Julius Rosenwald Fund by T. J. Woofter, Jr., formerly research secretary for the Commission on Interracial Cooperation and now an associate director of the Institute for Research in Social Science at the University of North Carolina. On behalf of that university he made a two years' study of St. Helena Island, South Carolina, described in a book, Black Yeomanry, just published by Henry Holt and Co. RUTH G. BERGMAN, who summarizes Mr. Woofter's present research in economic status (page 80) is a free lance writer who makes her home in Chicago.

ON page 82 BEULAH W. BURHOE, secretary for aftercare of the National Tuberculosis Association, tells some of the preliminary findings of a special study of ex-sanitorium patients which this department has been making during the past year in cooperation with an advisory committee of the National Conference of Tuberculosis Secretaries.

SURVEY readers need no introduction to FLORENCE KELLEY, executive secretary of the National Consumers' League and for years the friend and champion of all workers and particularly of women and children in industry. On page 84 she analyzes the recently drafted uniform child labor law.

WHEN JOSEPHINE ROCHE, through the death of her father found herself in control of a coal company and announced that she intended to apply social work principles to the conduct of Colorado mines, she was met with prophesies of doom by "practical business men." But contrary to these forecasts, the Rocky Mountain Fuel Company has weathered the "hard times" in coal and Miss Roche tells in business terms (page 86) of the second year's progress under the union-management agreement.

THAT the desk job is not necessarily the dull one seems apparent from the interest and fun that DOROTHEA LUHR (page 87) finds in a clinic in Oakland, California.


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Drawing by Jean Henry

VICE VERSA

*The visiting nurse shows baby how mother should be bathed*

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THE SURVEY

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## She Really Said It

THE meeting in the stuffy board room of the East Side social agency had been gruelling. Unemployment, breadlines, homeless men had all reared their grisly heads—and so little to do about them. Exhausted, the social worker accepted the New Lady Board Member's invitation to ride up-town. Sunk in a luxurious limousine they rolled up the Bowery, past dingy lodging-houses and sidewalks crowded with dreary, idle men. Presently the traffic stopped them beside a long double row of men that shuffled their dull misery down two blocks and around the corner.

"What in the world is this?" queried the New Lady Board Member. "Are they waiting to get into the movies?"

"It's just one of those bread lines," answered the social worker wearily. "Some woman who comes from uptown twice a week. You must have seen her picture in the papers. They call her the Lady Bountiful of the Bowery."

"So this is her breadline!" The New Lady Board Member turned to look back. "Oh Miss So-and-So, won't you find out what it costs and let me know? I'd so love to have one."

## Marching On

HAVING survived the war-time hysteria, the red raids, and the post-war apathy of the American labor movement, the Rand School of Social Science in New York is commencing this week its twenty-fifth year of work. It is an anniversary that should not go unmarked, for it has in it hope and promise for all those unwearied liberals who have more faith in education than in the gaudier processes of propaganda. Though it was founded and has always been controlled by Socialists, the Rand School has devoted its energies to the slow and patient task of workers' education, not in any doctrinaire sense, but in accordance with a broad program that has emphasized literature, music, art, psychology, philosophy, science, as well as economics, socialism, and labor history. Its Labor Research Department has been responsible for a number of useful jobs, notably the American Labor Yearbook which has become an indispensable reference book in its field. The school library and the lectures have been of service to a number of students not enrolled in the regular courses. The conferences the school has organized from time to time, like that last week on unemployment, have served to give expression to informed liberal viewpoints on public questions. Except for the summer schools for women workers in industry, few workers' education efforts in this country have developed much color or vitality. It is all the more heartening, therefore, to find the Rand School beginning its twenty-fifth year with a rich and varied program, and with the prospect of exceeding last year's record enrollment of five hundred regular students, and a hundred regular students, and a hundred and fifty members in the workers' training course.

## A Time to Plan

CONFRONTED by the prospect of the most distressful winter since the war, handicapped by relief budgets already swollen to bursting and by signs and portents of a general tightening of the public purse, the family welfare societies are face to face with a situation critical to their whole carefully developed structure. The situation is not local but reaches throughout the country, affecting small communities as well as large. Through its Division on Charity Organization, the Russell Sage Foundation late last month brought together executives of family societies from communities where the problem is most pressing, to discuss what could be done to extend resources and to maintain hard-won standards in the face of emergency.

Planning seems to be the answer, planning which will deal realistically with the situation and frankly with the public, planning which will face facts, stick to its guns, and refuse to be stampeded.

Plans are already formulated in many cities. The case working societies in New York have agreed on policies for family relief and on a project for enlisting public support; the agencies caring for homeless men have formulated a plan to deal with their specialized problem. Seattle has a plan for the care of its annual influx of homeless men, a plan capable of expansion to include a group of Northwest cities. Baltimore, where the Family Welfare Association admits frankly that its funds are not sufficient to bear the burden of family relief, is turning hopefully to its Mayor's Employment Stabilization Commission.

If they are to weather the coming winter the family societies, and to a considerable extent all social work agencies, must lose no time in making a clear and definite appraisal



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of the situation before them and an honest evaluation of the resources which can be rallied to deal with it. To go forward blindly into such a situation as now seems inevitable is to invite disaster. Public confidence will be gained and public support stimulated by logical, timely, well-balanced planning. It is not too late to plan.

## Early Discovery—Early Recovery

THE announcement that Herbert Hoover, Jr., is suffering from an incipient tuberculosis brings dramatically into the news some of the old truths at which the National Tuberculosis Association hammers usefully year after year. By coincidence it came the same day as the Association's report of its last campaign for early diagnosis, a campaign which seeks to give to people generally the advantage by which Mr. Hoover will profit—recognition of the disease at an early stage when it is curable. Moreover, such a misfortune in the family which has had unusual benefits may help to bring home the fact that while tuberculosis is down it is not yet out. Though the deathrate has been halved during the victorious advance of preventive medicine of the past few decades, tuberculosis still is the greatest single cause of death among young Americans between the ages of fifteen and twenty-five. Its economic burden rests most heavily on men and women in the young prime of life, when their family responsibilities are at the peak. When the Christmas seal sale begins a few weeks hence, asking millions of people to give their pennies to help other millions, it will not be out of place to recall that this is ammunition against a enemy which still can strike the son of a President, brought up on the sunny side of fortune; that the object of those sheets of stamps is to give to more people just these benefits of early discovery, adequate care, and the early recovery which the country now wishes for Mr. Hoover.

## The Other Side of Bar Harbor

THE will of the late Mrs. Emma Baker Kennedy, recently filed, completed the distribution, largely to religious, educational, and philanthropic institutions, of the fortune of some $67,000,000 amassed by her husband, John Stewart Kennedy, who died in 1909. By his will Mrs. Kennedy received about $16,000,000, practically all of which she bequeathed to the various institutions which engaged the interest of herself and of her husband for more than half a century.

In New York Mrs. Kennedy was rated as a philanthropist whose benefactions followed generally the studied principles of her husband. But in Bar Harbor Maine, where she made her summer home, she was a neighborly dispenser of charity of an old and simple pattern. Bar Harbor is a glamorous summer resort for three months in the year and a remote Maine village the rest of the time. Mrs. Kennedy knew it in all seasons and only the infirmities of her advanced years —she was ninety-seven when she died in July—checked her active participation in its charities. Even at the last the Overseer of the Poor knew where to turn when a basket of groceries or a load of wood was indicated.

Three agencies in Bar Harbor enjoyed Mrs. Kennedy's steady interest and leaned heavily on her support. They were the Sea Coast Mission, the Congregational Church, and the Y.W.C.A. The Y.M.C.A. did not interest her so much: "The women should look after the women. Let the men look after the men," she said. In her will, tucked away among the millions for religious and educational purposes, were modest bequests to these three agencies to continue the support given during her lifetime. She even relented about the men and left the Y.M.C.A. $10,000.

The Sea Coast Mission was probably the favorite among Mrs. Kennedy's Maine charities. As long as her strength permitted she visited regularly the sturdy little boat that carries material and spiritual comfort to the isolated islands off the Maine coast. But she cannily made at least part of her donation to it work two or three ways. Each autumn she expended $700 in local stores for materials—ginghams, flannels and yarns for knitting. These she donated to the Ladies Sewing Society of the Congregational Church, which made them up in the course of the winter into sturdy garments. Mrs. Kennedy then purchased the garments from the Sewing Society, thus helping the Church, and donated them to the Sea Coast Mission for distribution among the islanders.

Mrs. Kennedy had a rigid principle against infringing on her capital, a principle from which she never swerved. This frequently got her into difficulty when her generous promises made early in the year were added up against income as it accrued. Her simple device to meet this situation was to reduce her personal expenditures. She never broke a promise and she never touched her capital.

## A New Clinic Hunt in Chicago

SOMETHING of the discomfiture of the King of France who marched up the hill and then marched down again, seems implicit in a recent episode centering about the Chicago Medical Society. This is the society, it will be remembered, which "disciplined" Dr. Louis E. Schmidt, president of the Illinois Social Hygiene League, on charges of unethical conduct because the League accepted funds out of the surplus of the Public Health Institute, a non-profit-making pay clinic, for the purpose of giving free treatment to patients who sought the services of the Institute but were not able to pay even a medium fee. (See The Survey, May 15, 1929, page 227.) Dr. Schmidt's case has been pending for many months before the judiciary council of the American Medical Association, and the clinic-hunting zeal of the Chicago Society appears not to have abated.

In the present instance the subject of reprimand is Dr. Malcolm E. Harris, a well-known surgeon, last year's president of the American Medical Association, and a former president of the Chicago Society itself. A number of weeks ago, according to a story which only recently reached the Chicago newspapers, the Society's committee on ethics summoned Dr. Harris to answer to charges that the Chicago Policlinic Medical Center, of which he is surgeon-in-chief and president of the board of trustees, had been guilty of advertising and that it was a corporation engaged in the practice of medicine. The latter charge, upon closer examination, was speedily dismissed, since apparently the committee was unwilling to sustain the position that physicians in a medical center should not practice medicine. The complaint of "advertising," however, remains to be made the subject of a report to the Society's council this month, and it is not

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yet known whether or not the committee will recommend that it be pressed.

The offending matter on which the charge is based is a modest four-page folder, carrying on the central two pages a simple listing of the various clinic services offered at the center. On the first page of the original edition there appeared under the name of the institution the words: "Supplying a small-fee health service to all persons not able to pay the fees charged by private physicians." This, it was alleged by the complainant, implied that private physicians charge too much or that they are ungenerous about taking on charity patients. So a new edition has been published, saying only: "A clinic for patients of limited means." On the back page of the first edition there has been a similar change in the definition of the clinic's scope, substituting for the original "not able to pay the fees charged by private physicians," the words "not able to employ physicians," while the revised form omits a paragraph to which the doctors took exception which declared that, "Social service agencies, hospitals, clinics, physicians, medical and personnel directors of industries, and others are invited to send such persons for examination or medical care or both." In its place stands an invitation to physicians only to refer patients for laboratory tests or special examinations, reports of which will be sent direct to them.

Insofar as can be learned, nothing has been changed in the procedure at the Chicago Policlinic. Possibly these alterations in verbal niceties and the omission of the invitation to social workers and others to refer patients (apparently interpreted as an effort to drum up trade) will have sufficed to bring the matter within the prickly pale of professional ethics. If not, this month may see the strange spectacle of a medical society chastising one of its own leaders—and a leader of the organized medical profession of the country—for the simple announcement in a leaflet that something which does exist and has existed is there. Even if one should grant that it was unprofessional to let people know that a clinic exists for those who cannot surmount the economic hurdles of private fees but still feel unwilling to accept absolute charity, such a definition of "advertising" seems so delicate as to be wholly mystical.

## Lynch Law in 1930

FOR the first three quarters of 1930, there have been twenty lynchings in the United States, eight more than for the whole of the preceding year. Outbreaks of mob violence have occured these past months in Georgia and North Carolina, states that had been free from such blots for several years, and in southern Indiana a double lynching marred a record that had held since 1902. In addition to these twenty cases, the National Association for the Advancement of Colored People has under investigation the violent deaths of five Negroes, which, when all the evidence has been collected, will probably have to be classed as lynchings. In the Indiana case, representatives of the N.A.A.C.P. placed in the hands of the responsible authorities, late in July, the names of twenty-seven members of the mob responsible for the killings, and a mass of testimony against these men. At this writing, eight weeks later, no arrests have been made. Officials of this organization, which has for years made special study of mob violence against Negroes, lay this fresh outbreak of lynching in part to the psychological effect of the current economic depression, pointing out that whenever the price of cotton is low, an unusual number of such crimes occur. Communist activities in the South, especially the newspaper publicity given to communist meetings in which Negroes have been urged to insist on social and political equality, by force if necessary, have been cited by well-informed persons as a factor in the situation. There is in many sections of the South, evidence of an increasing fear of the Negro's growing power, particularly his political power, which has, perhaps, found expression in mob violence. A well-known Southern journalist was recently quoted as saying, "There have been eleven lynchings since the Parker episode, and there will be a lot more." A commission, made up of six white leaders in the South and four well-known Negro educators, has been appointed to investigate recent lynchings. The commission will analyze the causes of these outbreaks, and also draw up a program for preventing similar occurrences in the future. The group will have the cooperation of the Commission on Interracial Cooperation, and of many individuals of both races. The membership of the new commission gives promise of prompt and useful action, and will command respect for its findings and recommendations: George Fort Milton, editor of the Chattanooga News, chairman; Julian Harris, Atlanta Constitution; Howard Odum, University of North Carolina; Reverend W. P. King, Methodist minister, Nashville; Reverend W. J. McGlothin, president of Furman University; Alexander W. Spence, lawyer, Dallas; Robert Russa Moton, president of Tuskeegee; John Hope, president of Atlanta University; B. F. Huber, president of the Georgia State College of Savannah; Charles S. Johnson of Fisk, formerly editor of Opportunity.

## Mr. Rockefeller Leads Again

THE new venture in housing backed by John D. Rockefeller, Jr., is to be acclaimed as a signal contribution toward solving the housing problem for the twenty thousand individuals who will ultimately live in the model community being erected in Cleveland, as an evidence that good living accommodations at moderate rentals and a fair return on investment are not mutually exclusive, and as an action which provides employment for an army of workers in these troublous times.

While President Hoover's conference on housing will study this intricate and far-reaching problem from many angles, Mr. Rockefeller is building—in a dual sense—on conclusions that he and his associates have drawn from other, though not as vast, undertakings in apartment buildings which he has already built in New York City. These earlier experiments have convinced Mr. Rockefeller that the problem of housing need not be approached as a philanthropy. Hence in Cleveland $75,000,000 is being spent in developing a model community on the four hundred acres of the old family estate near Cleveland, designed as were the other of Mr. Rockefeller's experiments by Andrew J. Thomas, from which a fair return on the invested capital is expected.

Providing an example worthy of emulation by other sound-headed and wealthy business men with a social viewpoint, Mr. Rockefeller's undertaking an enterprise of this magnitude at this time, is making a real contribution toward solving the unemployment problem—to say nothing of the effect such action is having on laying the foundations of

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better relations between capital and labor. To quote Harry McLaughlin, president of the Ohio Federation of Labor: "Labor stands ready and willing with a genuine wholeheartedness to give a full day's work to enable capital to get a just monetary return, in addition to enormous profits, in the nature of things productive of public good from investments in projects similar to John D. Rockefeller, Jr.'s, housing venture in Cleveland." The fact that with the completion of the first unit of eighty-one private dwellings, not a single strike has taken place, and not a single man has been discharged for not giving a full day's work, is evidence of the sincerity of Mr. McLaughlin's statement. This labor leader urges that other men of means follow Mr. Rockefeller's example and join in one or more syndicates of $100,000,000 in a movement to further home building and to eliminate slums. We second the motion and feel with Mr. Rockefeller and Mr. McLaughlin that they will be investing their money in a sound business and not a philanthropy.

## Research in Government

THE "inside" of government sometimes has an unpleasant connotation; occasionally, however, it consists of patient study and formulation of plans for better political organization. In this country there is no finer example of this sort of behind-the-scenes usefulness than the work of the National Institute of Public Administration.

On September 1 the collecting, compiling, and publishing of uniform crime reports was taken over by the United States Department of Justice from a committee of the International Association of Chiefs of Police, financed by the Bureau of Social Hygiene (see The Survey, May 15, 1930, page 192). The study on developing standards for these reports was made by the Institute, and reports were received at the Institute for several months for the purpose of testing these standards.

Last spring, William Tudor Gardiner, governor of the State of Maine, decided that the political organization of his state was unnecessarily tangled, especially in its health and welfare activities. Maine was discovering that when you add functions to the government one by one—as most of the welfare ones had been—difficulties increase geometrically. Closely related activities were separated as if by stone walls; for instance, the education of children in the state correctional institutions was entirely out of the jurisdiction of the state department of education, and hence uncoordinated with that of other children in the state. Realizing that any reorganization was a matter for expert investigation rather than political argument, Governor Gardiner took his problem to the Institute, for such study. During the summer the Institute has studied Maine, its present political organization, the functions which its government should perform, and, now that the field work has been completed, the sort of set-up best suited to those functions is being worked out. The Institute sent its research staff into Maine, and borrowed Frank Bain, commissioner of public welfare in Virginia, for the special untangling of welfare activities. The survey proceeded along the lines worked out in the State of Virginia several years ago: budgeting of expenditures and modern methods of accounting, definite division of responsibility among a few individuals, leading to the amalgamation of surplus bureaus and commissions; individual differences, of course, need special study and particularized recommendations. With its material now in hand, the Institute is working out recommendations to Governor Gardiner. The reorganization of Virginia's government in 1927-28, followed a survey of the state by the Institute at the request of Governor Harry F. Byrd and authorized by the state legislature. Besides the increased administrative efficiency which resulted, between March 1926 and March 1928, an estimated deficit of $1,368,004 was turned into an estimated surplus of $2,596,181.

The work of the Institute began in 1907 with the Bureau of Municipal Research which was incorporated for independent research and reorganization work in New York City government. It became a consultant for other cities and helped the organization of other municipal bureaus. In 1911 the need for trained men in government led the Bureau to establish an affiliated Training School for Public Service. Ten years later both School and Bureau were absorbed in the broader conception of the National Institute of Public Administration as a reference or consultant research agency for officials, universities, other research bureaus, and state and national as well as municipal bodies. Since its inception it has been dependent upon the faith of a few men in the ability of democracy to utilize modern technology; now the Institute is seeking an endowment fund of $1,500,000 to establish its present work and to enable it to carry on general research in government, not tied down to specific localities.

## Five Million Slaves

WE Americans have been accustomed to think that our Emancipation Proclamation freed the last slaves in the world. It was something of a shock, therefore, to be reminded by Lady Simon on her recent visit to this country, that there are today some five million chattel slaves in the world—men, women, and children who are bought and sold like cattle, whose personal lives are wholly at the mercy of their masters, and who have no status as citizens. China, Abyssinia, Arabia are the centers of slavery in the modern world, and in Abyssinia slave raids as well as slave trading still occur. Lady Simon spoke as a representative of the Anti-Slavery Society, pleading for American cooperation with this British organization, or for the establishment of a similar association in this country to work for the world-wide abolition of chattel slavery, and of peonage and forced labor as well.

To many who heard her speak, Lady Simon was even more stirring than her message. Her devotion to her cause, her unabashed concern for human liberty, brought to American audiences a note of honest idealism that has not often been heard of late in our public meetings. After all our solemn study of ourselves, our passionate quest for self-expression, our thinly disguised propaganda and self-seeking, what this friend of the slaves had to say came to us like a breeze from clearer heights. In this day of "rackets" and high-powered selling, it is customary (and with reason) to scoff at "the crusading technique." But if through one of the streets of the machine age, Raynold de Chatillon should ride again, shield bright and pennant flying, is it not likely that the sight would mean a lifting of the heart, a fresh awareness that there is truth, and beauty, too, in devotion and self-forgetfulness and that old phrase, *noblesse oblige*!

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# Saving a Prosperous Industry

By DOROTHEA DE SCHWEINITZ

PERILOUS prosperity has been the lot of the full-fashioned hosiery industry since 1919. During the war when women gained a foothold in the economic life of the country, freedom of action required her to show more than the ankle, hitherto so hesitatingly disclosed. Now the shape of the leg must be accommodated with a full-fashioned stocking which takes its form during the knitting process. The stocking must fit and it must be silk. Women had money to buy it. Between 1919 and 1925 the production of full-fashioned hosiery doubled. New mills appeared in different parts of the country to shelter and put in motion 3863 additional knitting machines. Skilled knitters were in demand. The four-year apprenticeship was reduced to three and a half or even less if the youth showed that he had mastered his trade. For the auxiliary processes of topping, looping and seaming (also skilled operations), girls were recruited from every source. During these six years when other manufacturing industries of the country advanced only 18 per cent full-fashioned hosiery increased 100 per cent.

In 1924 all textiles moved slowly, even silk stockings. But lo, in 1925 the knee appeared! Stockings must be silk all the way up, a very few threads knitted on a fine gauge machine. From 1925 to 1928 full-fashioned hosiery production increased 81 per cent. In 1927, every woman and girl over ten years of age was buying on the average ten pairs of stockings a year, three more than was her wont in 1919. The increase was in the purchase of full-fashioned hose. The seamless stocking, given a mock seam and shaped in the pressing, could not satisfy a fastidious leg.

By March 1, 1929, there were 263 full-fashioned hosiery mills in the country operating approximately twelve thousand knitting machines. The industry was still prosperous but its productive capacity was outdistancing the demand for silk stockings. Orders became irregular and prices began to drop.

Wage reductions could not be considered in an industry which was still prosperous and which could not afford stoppages or other disturbances. For a number of years labor costs had been reduced by increasing the productive power of the knitter. Machines with more sections were introduced, so that more legs, more feet could be knitted simultaneously. In non-union mills the knitter was asked to run two of these machines with the aid of a young helper.

Furthermore, the machines could be made to produce more. Double shifts were introduced in both union and non-union mills. These innovations helped reduce the labor and overhead costs, but they did not make a plan for the industry.

Until April 1929, nobody seemed to be doing anything about it. There was no manufacturers' association exclusively in the hosiery industry, which might introduce some measure of regulation. The employers, as also the majority of the workers, were not taking a long look ahead. Good profits and high wages were a pleasure of the present. Let the future take care of itself.

One organization was watching these developments with growing concern. This was the American Federation of Full-Fashioned Hosiery Workers, the labor union which had organized in 1913 and had expanded with the industry during the rapid growth since 1919. In 1929 about 32 per cent of the knitting machines were said to be operated by its members, and this proportion was thought to be considerably higher in Philadelphia which is still the center of the industry. This organization, more than half of whose members are women who work on machines auxiliary to the knitting process, can be said to be an American union. The majority of these workers are young and are products of our public schools. Many of them have attended highschool. In school they learned to conduct assemblies, to nominate, elect, and decide. Politically they exercise their rights as American citizens. In industry they expect to be consulted as well.

There is no left wing movement in this group. Its leaders are young and aim to protect the interests of those whom they represent. There have been a number of points on which no union official would yield. It had become dogma that no knitter could turn out stockings of quality if he operated two machines at the same time. Even with a helper it could not be done. Furthermore, the training of too many helpers would create an oversupply of knitters, which would reduce wages and cause unemployment.

TO mitigate this firm stand, the union took an increasing interest in efficiency and quality. The "art of knitting" is a term heard at union meetings. Pride of craftsmanship has its place in this trade which requires real skill for its successful execution. Some of this concern for efficiency is due to the sense of responsibility which comes to the hosiery knitter with the knowledge that he is the best paid craftsman in the country. He has a good rate of pay and has had, until recently, steadier work than is offered in most trades. A union knitter could earn from $50 to $100 a week, depending on the type of work and on the kind of management in the individual mill. The non-union shops had to keep pace with this situation. Some knitters earned more in such a shop than in a union mill. By working long hours and running two machines, a man could earn at a lower rate per dozen even more than the wages quoted above. The non-union employer, with lower labor costs, could be making greater profits than the union employer.

There were two difficulties, then, which confronted the industry—the high differential between wage rates in union and non-union territory and the over-expansion of the industry. Certain far-seeing manufacturers, as well as the labor organization, were eager to ameliorate these conditions. A call was issued for a joint meeting on April 17, 1929. Letters were sent to every manufacturer who dealt with the union. Notices and editorial comment appeared in the trade papers. There was opposition from the non-union firms but the meeting was held. A joint committee of employers and union representatives was appointed and negotiations continued for several months. Finally, in June, the committee presented recommendations which may be summarized thus:

1. A written contract, to be effective for one year beginning September 1, 1929. Withdrawal only by giving sixty days' written notice.



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2. No strikes, no lockouts or stoppages of any kind, with a heavy penalty attached.
3. The appointment of an impartial chairman to serve the industry wherever disputes arise. The expenses of this to be met equally by the union and by the manufacturers.
4. The introduction of the two-machine system, i. e., one man to operate two machines with the assistance of a helper on a certain percentage of the equipment, especially on the older machines. No one to lose his job because of this innovation.
5. An extension of the apprenticeship period with a postponement to the eighth year of earning full knitters' rates on fine-guage, high-speed machines.
6. A reduction in rates on "extras," which meant a substantial drop in nearly all wages for knitters.
7. A joint committee for a time and effort study of the equitable determination of rates.
8. 100 per cent union organization in the knitting departments with no intimidation of workers in other departments who wish to become union workers.

These were the questions, debated by the delegates to the Hosiery Workers' convention in the summer of 1929. There was opposition, ably presented. Little unemployment had been experienced up to that time. It was hard to realize that the industry was in a critical situation. Labor leaders with a wealth of experience, and college professors with tables and charts, addressed the convention. After four days of discussion, the vote was in the affirmative. The next week the manufacturers adopted the agreement and voted to form an organization to carry out the employers' end of the treaty. Within the next two months the thirty-five branch associations of the union decided to ratify the action of their delegates. By January forty-six firms had entered the group.

The manufacturers entered into this arrangement because a wage reduction was inevitable and they preferred to make concessions rather than undergo a series of strikes with this powerful union and watch their business in the interim go to non-union firms. To avoid this they were willing to submit to a year's contract, the expenses of impartial machinery, and a more complete unionization of their shops. The important thing was to equalize wage rates in union and non-union mills, or to approximate this desideratum.

The union members were willing to take a wage cut and permit the introduction of the "two-machine" system, rather than see their employers fail and their union disintegrate through unemployment. To pay for this they had the assurance of a year's security, the equitable settlement of disputes and the employment of union knitters exclusively in these firms. The convention delegates of last year also pledged themselves to an organization drive which would bring a larger number of firms under union conditions. The union employers promised to purchase more of the high-speed machines and to effect an organization of manufacturers for the regulation of the industry.

Now a year has elapsed. Full-fashioned hosiery, temporarily at least, is not a prosperous industry. The stage of over-expansion suspected early in 1929, became a serious reality with the advent of the industrial depression in the fall of that year. Drastic wage cuts took place in non-union firms. The organization drive set in. Bitter, expensive strikes ensued. Yellow dog contracts, injunction proceedings, and widespread arrests occurred.

In the unionized section there have been no strikes. Sixteen major decisions have been rendered by Dr. Paul Abelson, the impartial chairman, in interpretation of the agreement and in the interests of the industry. The joint time and effort study committee has made helpful reports. Manufacturers have been able to give their attention to sales promotion and production problems. The union has been relieved of the fear of strikes in union firms and has put its efforts on drawing in new members. Progress is being made towards the organization of the manufacturers. They have continued to meet through the National Association of Hosiery and Underwear Manufacturers, an organization of many years standing. In addition, the Full-Fashioned Hosiery Manufacturers of America, Inc., has come into existence for purposes of working out the joint agreement with the union. The union plants and the non-union firms have gingerly drawn together into the Full-Fashioned Hosiery Exchange, which aims to counteract price cutting and establish some degree of regulation in the industry.

BUT the general industrial situation has thrown the industry into confusion. Orders for stockings do not come in. Large numbers of mills have closed down "until further notice." Too many machines, too many firms are in the business. Only a few mergers have taken place.

As the time for renewing the agreement approached, a negotiating committee was appointed by the union and by the members of the manufacturers' association. It was almost impossible to reconcile differences but finally a report was submitted. The main features of the old agreement were to be continued, plus the following recommendations:

1. A further reduction of wage rates, ranging from 15 per cent to 25 per cent on some knitting operations. A slight reduction of rates on some of the girls' work.
2. Extension of the two-machine systems to all except the finest gauge, high-speed, long-section machines. The introduction of two short-hour shifts rather than the discharge of any man on account of "doubling up."
3. The beginning of employers' payments into an unemployment insurance fund.
4. The new agreement to be effective from August 1, 1930, to September 1, 1931.

Here were two agreements including the most advanced elements in modern industrial relations—arbitration on a national scale, impartial machinery, joint committees for special problems, control of the stretch-out system, and unemployment insurance! Yet it was with heavy hearts and bitter argument that the hosiery workers' delegates rose from their seats at the 1930 convention to register their opinions and ask questions. Overshadowing the progressive measures which are becoming the habit in the full-fashioned hosiery industry was the wage reduction which will mean a complete readjustment in the standard of living of the hosiery knitter and his family. For ten days of summer heat the discussion went on. At length the delegates reluctantly voted to continue the agreement on its new basis. The manufacturers' association also ratified it. One by one the branch associations of the union, sometimes with a very narrow majority, returned a favorable answer.

On August 1, 1930, the new agreement was signed by Joseph Haines, vice president, and Samuel Rubin, secretary, of the Full-Fashioned Hosiery Manufacturers of America, Inc., and by Emil Rieve, president, and William Smith, secretary, of the American Federation of Full-Fashioned Hosiery Workers. Perhaps the next year will bring fruit from these seeds of orderly procedure. Will the coming months show to what extent the critical situation was due to over-expansion or to the industrial depression? Will these voluntary sacrifices and the hoped-for economic changes re-establish a prosperous industry?

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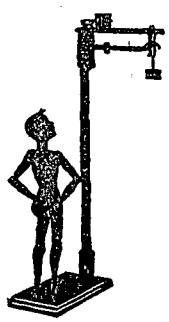
# The Judge Turns Social Worker

By RUTH MACMILLIN

BARRON COUNTY, Wisconsin, north by northwest, is guiltless of social workers. In all the nine hundred square miles of its bleak, cut-over farm lands there abides not a single one of the honest-to-goodness variety. And yet Barron County has produced a county judge who administers welfare legislation not only to the letter of the law, but in the spirit of social service. He is H. S. Comstock, an "old man . . . without sociological training or education," but one whose vision has kept pace with the years.

Under the old Wisconsin mothers' pension law, the county judge determined the needs of each mother, taking into consideration her other sources of income, if any, and granted aid up to $15 a month for the first child and $10 a month for each additional child, as provided by statute. When, as often happened, the total sum was not enough to maintain the family, it was just too bad. If the judge happened to be socially-minded he called in a relief agency—if there was one in the county; if he was indifferent, the family was broken up and the children sent to orphanages or farmed out with relatives.



Wisconsin's new children's code, however, enacted in 1929, provides much more adequate and intelligent relief. Under the new provision, the purpose of which is to keep these children in their own family groups, no limit is set to the amount the judge may grant. The sum is based upon a family budget sufficient to maintain a decent standard of living. In a letter to Elizabeth Yerxa, director of the juvenile department of the State Board of Control, Judge Comstock relates with whimsical humor how he tackled his new job.

"I had never seen a budget, wouldn't have recognized one on the street," wrote Judge Comstock, "but as a first step, I called in all the mothers receiving aid and those who were applying for help and gave them a searching examination, under oath, as to their property and income; whether they owned their homes and if so the amount of taxes and insurance paid and the value of the homes; if they rented, the monthly rental; the ages of their children and their standing in school; the condition of their health as to eyes, teeth, ears, and so on; what help they had from other sources; whether the mothers were earning and, if so, the amounts, and whether the employment was permanent; whether they had gardens, chickens, and all that. . . . Then I took up the cases—there were about one hundred—and tried to establish a budget for each family. . . ."

Having prepared his "crude" budgets and re-rated the aid whenever necessary, the judge turned his attention to the health of the two hundred or more children in these families.

"I was early impressed," he wrote, "with the fact that notwithstanding my examination of the mothers as to the conditions of their children's health, I really had no information for the reason that the mothers themselves did not know. . . . I took the matter up with four or five of our leading physicians in the county and they agreed to conduct a medical examination without fee. Then I prepared a medical questionnaire and sent one to each mother with instructions to take her children to her local physician, naming him, for examination. In the meantime I had taken the matter up with the other physicians of the county and roped them into agreeing to conduct this examination without fee. . . ."

The examinations were made and reports turned over to Judge Comstock. As a result, 22 children had glasses fitted by local oculists, "not at grocery stores or local optometrists." The dental work needed by 66 of the children was authorized and is being carried on. The tonsillectomies and other needed operations were attended to in the spring vacation.

Judge Comstock's questionnaire to the mothers asked whether the children had been vaccinated for smallpox, as the disease was prevalent in neighboring counties at the time. One of the mothers receiving aid from the county had her entire family of six down with smallpox at one time.

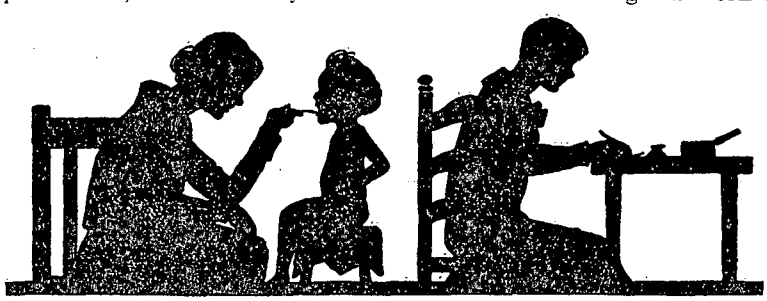
"I took the matter up with the state board of health," wrote the judge, "which sent a deputy into the county and vaccinated groups of children I had assembled at convenient points. Now substantially all have been vaccinated. . . .

"I now have in my files pretty complete information as to the financial and physical condition of each family," he continued, "but, of course, to be of lasting benefit there must be a re-examination each year. The rehabilitation of these children will be paid for under the provision of the children's code which states that medical and dental aid may be furnished when necessary. I am planning to have the children re-examined this fall.

"I should like your opinion," the judge concluded, "on whether my attempts to standardize relief have been along the right lines or whether I have simply gone *loco;* if on the right lines have I gone deeply enough? I only know I have never been busier. Miss Enes, social worker from Polk County, was here a day or two ago and was kind enough to say my budgets looked like budgets to her, but I suspected she was laughing up her sleeve at my crude attempt."

Not content with having this work well under way, Judge Comstock now raises the question of the physical condition of the other eight thousand children of school age in whose education the county invests large sums.

"It goes without saying," he wrote in



Decorations Courtesy Henry Street Visiting Nurse Service



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a letter to Aubrey W. Williams, secretary of the Wisconsin Conference of Social Work, "that if any considerable number of children in a school have defects interfering with their health, they are unable to do normal work and retard those in normal health. What is the probable economic loss to our taxpayers from this lack of attention? The social and humanitarian 'lost motion' is probably more important, but the pocketbook argument appears to me the most easily assimilated, and I am trying through the local newspapers to get something of this feature to the people of the county." In addition, the judge is endeavoring to interest small groups of men and women in different localities throughout the county, in this work. He hopes to arrange "area tests," as the cattle men call them, in four or five localities and thus get a mass of statistics that will be impressive to present to the county board at its next session.

"What will become of it, if anything, I do not know," wrote the judge. "Perhaps it is mistaken enthusiasm. Perhaps I am 'all wet,' and there should be no attempt to interfere with existing conditions. On top of it all, I am an old man, having only part of the enthusiasm of former years and less of the physical force I once had to engage in a campaign of this magnitude, and entirely without sociological training and education. I should be very glad if you and your confrères would think this over and frankly tell me whether I am thinking right and how the project can best be managed."

# Community Chests and Relief: A Reply

By HOMER W. BORST

"LET it be understood," says Mr. Swift (Community Chests and Relief, by Linton B. Swift. The Survey, September 15, 1930, p. 502), in the middle of his article, and in reference to its most impressive proposal, "that I am using this suggestion merely as a basis for discussion, because the very objections which it raises constitute a new challenge to our usual methods, and because it clarifies the issues as nothing else could."

It is as though I suggest to you that you permit one of your legs to be amputated.

"Why?" you ask.

"So that you may walk better."

"But then I couldn't walk at all!"

"Oh, I wasn't in earnest. I just wanted to call your attention to how badly you walk now. No other suggestion could have constituted so great a challenge to your present style of locomotion."

The difficulty of dismissing Mr. Swift's proposal as summarily as you might dismiss mine, lies in the fact that he describes real chest problems.

Mr. Swift's argument runs somewhat as follows:

1. The rising tide of demands for relief threatens case work. A disproportionate amount of money tends to be spent for relief as opposed to the amount expended for service.
2. The rising tide of demands for relief threatens services other than those incidental to the relief problem, services considered to be in general preventive and forward-looking.
3. The rising tide of demands for relief threatens the chests. Not only is there danger that the team-work between member agencies, which is the life-blood of the chest, will be destroyed because certain agencies will be driven to revolt, but there is danger that the most drastic concentration upon relief-giving will not meet the need sufficiently to satisfy the giving, and receiving, public.
4. The rising tide of demands for relief threatens society. Relief in relation to human needs which arise primarily out of "social, economic, and industrial conditions which are subject to rapid change," is a makeshift remedy "unless it is used merely as a tool of remedial social action," and unless it is "made part of a social program to remove the causes and the need for relief, a lesson which society has not yet learned."

These, I am willing to concede, are facts. Undoubtedly, they present extraordinary difficulties to all who are engaged in social work. But to continue Mr. Swift's catalogue:

5. The present chest program of appeal aggravates these difficulties:

a. It does not relieve family societies of the social pressure exerted upon them to administer relief in "the second area of relief," namely, relief applied to relieve suffering caused by social, economic, and industrial changes, and does not help them to concentrate relief in the "first area of relief," in which "relief as a tool of treatment is most effective," that is, "in personal maladjustments which would make it difficult for the individual to maintain himself socially even in the most favorable environment," an "area of relief need" which "is relatively stable."

b. It does not sufficiently discourage the notion that relief in sufficient amounts is all that is required in combatting the problems of this second area.

c. It raises money in a combined appeal in which the relief element tends to be most effective, and then expends a great deal of this money, perhaps more than was emphasized in the appeal, on other sorts of service than relief.

d. It leaves, with employed groups especially, the idea that contributions from employes in industry buy unemployment insurance.

e. It creates the impression that reaching the goal of the chest will take care of all of the social problem.

I AM willing to recognize a certain truth in these statements, but not so much, perhaps, as Mr. Swift. Certainly, I would discount somewhat "c," "d," and "e." The small number of the givers who contribute three fourths of the money to a chest are probably more intelligent concerning the causes they support than Mr. Swift gives them credit for being. Many large gifts in practically every chest are predicated pretty directly upon the inclusion of the Y.M.C.A., the Y.W.C.A., and the Boy Scouts in the campaign, to say nothing of health agencies and hospitals. There is danger that anyone who is intensely interested in family social work cannot properly put himself in the mental shoes of the average substantial giver, whose interest may be less intense and less concentrated, or at least, concentrated in a different direction.

In my experience, employed groups generally take a rather unselfish view of their giving. They are as much interested in other people as are the employers. If they think of their

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gift as a payment toward unemployment insurance, it certainly is predominantly in terms of benefiting others rather than themselves, and when they enter complaint as a subscriber, it is, in my experience, because they believe someone else has been neglected. The same attitude is taken by the larger giver. Even if all of the givers had been told explicitly, and convinced, that no insurance scheme was involved, and that not all of the need could be met, it is doubtful whether the bitterness of any one of them over the apparent neglect of an acquaintance would be diminished. "Help this one, anyway," is the thing human nature prompts us all to say. Charities independent of chests have always known this.

Finally, if the idea is created by chests that reaching the chest goal in subscriptions will usher in the millennium, it is, I believe, not the result of explicit statement or intention on the part of the chest. It is the more or less implicit result of the generous act of giving on the part of the contributor. We all tend to magnify the benefits of our generosity. We expect too great rewards for our virtues. The same criticism might well be made respecting the psychological appeal of any charitable agency independent of a chest program.

IT seems to me that importance, so far as it obtains in the considerations under this head, is to be found principally in the first two, and is the result not of the chest as a social device, but of the use in any measure whatsoever, of relief in what Mr. Swift calls his second area: that is, in respect to relief demanded because of needs brought about by social rather than individual conditions.

The question is, sharply, should chests and their member agencies discontinue all relief in this second area? Mr. Swift's proposal is not clear to me on this point. He suggests, you will recall, that chests eliminate all relief funds from their budgets, those at any rate predicated on the needs of "competent social case work agencies," and "give" such agencies "full responsibility for raising their own relief funds as needed during the year." The object would be to "lessen the relief pressure by decreasing the channels through which that pressure is stimulated." He suggests also the discontinuance of group solicitation of the employes in industry with the same object in view.

In order to clear the ground, we may as well admit that the suggestion of putting the responsibility for raising relief money solely up to the relief agencies is not, in all probability, feasible. No one with whom I have discussed it thinks it would work in any degree, or in any direction. The relief and service agencies would experience great difficulty, it seems to my advisors, in raising relief money, and while it is a question as to whether the relief appeal is as dominating in chest requests as is suggested by Mr. Swift, it is doubtful whether any chest could survive the exclusion of the relief appeal unless relief were substantially available from some source other than voluntary gifts, for example, taxes. While the suggestion might reduce appeals for relief, it probably would still further reduce the funds for relief. Furthermore, it would undoubtedly encroach seriously upon the availability of agency staffs for case work service. As for the elimination of group solicitation of employes, somewhat the same conditions apply. Appeals might drop off, but so would finances.

Let us make the issue clear by considering the simple plan of the chests' discontinuing any attempt to raise money for relief to be applied in the "second area of relief," the social area, but continuing to raise money for the relief needed in the first area. Let the group solicitation question pass as not of prime importance. The object of such a restriction of the chest relief appeal would be to confine social work operations within what may seem to be their proper scope, namely, within an area in which they might be considered appropriate and necessary even were social conditions in general relatively favorable.

Such a step might be considered in the interest of social work or in the interest of society. That is to say, it might be defended as a move to preserve social work through this crisis for the less strenuous days hoped for in the future, or it might be defended as the most socially helpful long-time policy for social work on the ground that the contrary policy results in "actually pauperizing community resourcefulness through stimulating reliance upon relief in meeting social and economic problems."

These considerations need to be viewed in relation to two alternatives. First is that of the assumption of the relief for unemployment and similar cases by public departments out of taxes. The second rules this measure out. It assumes a thoroughgoing disavowal of relief in Mr. Swift's second area, by all organized social agencies. Of course, if such relief is assumed by a public department, as it is in Detroit and Hartford, for example, the chest and its agencies may emphasize the first area of relief as Mr. Swift desires.

If such relief is not furnished in any measure by a public department, the chest and its agencies, under the present plan, are liable to be compelled to cut down intake by drastic measures, as in St. Louis where the Provident Association is reported to have accepted no new cases after July 1.

THE alternatives stated from the standpoint of the interest of the community are clear:

1. Chests, their member agencies, public departments, and individuals should disavow and refuse relief where it is predicated on social rather than individual causes.

2. Chests, their member agencies, public departments and individuals should face the entire load of relief, whether predicated on social or individual causes, should meet as much as possible of this load, dividing the responsibility as intelligently as possible between them.

For my part, I choose the second. I doubt the social utility of the first, and I doubt that I am sufficiently ruthless to advocate it even if I thought it would hasten reform of our economic system. In my view, the second alternative is more constructive from every point of view. It is more human. It serves to diminish the deluge of immediate family breakdown resulting from faulty social conditions. It puts a financial burden upon voluntary givers and tax payers to lighten which they may, sooner or later, be willing to consider reforms in industry.

I have at hand a letter from Leroy A. Ramsdell, secretary of the Hartford Chest, which to my mind presents a hopeful program:

> In the spring of 1928 the Charity Organization Society, with the approval of the budget committee of the community chest, adopted a policy of giving no material relief to straight unemployment cases. . . . The burden of relief for such cases, of course, fell upon the Department of Public Charities. [As

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a consequence of this and other transfers of responsibility] when unemployment hit Hartford last winter, the burden of relief fell almost entirely on the budget of the Department of Public Charities, and present indications are that relief expenditures of the chest agencies will not run more than $4000 or $5000 over the $150,000 which was appropriated to them for this purpose.

A complete reorganization of the (public) department is now in process. On September 15, they took over the former general secretary of the Charity Organization Society to head up the new department of outdoor relief which is being organized.

The developments outlined above were all right so far as they went, but they did not go far enough. We are still meeting unemployment with relief doles, which is exceedingly demoralizing and storing up trouble for the future; but we are just getting under way on an experiment which may possibly produce something. The Board of Directors of the Chest has voted an appropriation of $10,000 to set up an Employment Office primarily to serve the wage earners of families which would otherwise have to draw upon the city's relief fund for help. The Mayor has agreed to undertake to provide employment through various city departments for all such as cannot be placed in private business or industry. At the same time, the Council of Social Agencies and the Chamber of Commerce are organizing a joint committee to undertake a thorough study of the problem of unemployment in Hartford and to formulate a long-time community program for minimizing its disastrous effects. These two enterprises will be closely linked together. We may be hitching our wagon to a nebula but, at least, we are going to make an attempt to take every straight unemployment case off the relief books. It may or may not be a significant fact that there are precedents in this community for this particular form of experiment.

To sum up: From the standpoint of the survival of social work, it seems to me difficult to devise any method whereby the chest and its agencies may concentrate on a limited portion of the field, without alienating disastrously the sources of financial support, except as such concentration is made possible by shifting a substantial part of the responsibility to tax funds. This move, of course, is not at all in the direction Mr. Swift recommends—namely, an attempt to diminish the call upon social work for relief in unemployment and similar situations.

FROM the standpoint of achieving eventual social reform, it seems to me both more humane and more potentially effective to strive toward a meeting of the whole bill for relief, utilizing all possible resources, public and private, in the hope that the cost will be one of the incentives toward a better arrangement. Where public funds are not forthcoming in any substantial degree and private funds are proving inadequate, it seems to me quite as logical for the chest to announce a restricted program and keep the money-raising function unified, as it is to try to accomplish this result by means of Mr. Swift's formula. In either case, both social work processes and social work results seem to me sure to suffer seriously. For my part, I see no way of protecting the interests of social work as distinct from the interests of those whom it serves.

# Meet the Director of Boys' Work

By J. A. WOLF

WHEN this increasingly important profession first took root, or where, cannot be stated. Nor does it matter. Workers with boys, as a class, may have known their technique thousands of years ago. But all were not successful. That particular mortal in charge of the gangs in the backwoods bailiwick where Cain and Abel played, prayed, and pranked, was either asleep at the switch or used it too much. Cain's frustration or complex must have been as plain as a pikestaff. But alas for him and Abel, no trained boys' worker gave suggestive admonition on the fine art of inhibition, and poor Abel, winsome adolescent, paid the price.

In those days boys monkeyshined much as they do today. Dads were dead-ringers for the twentieth century crop. They had little time for their sons; with abundant alibis about conferences and business engagements. Substitute the war club, boomerang, and one-piece loin-cloth for the baseball bat, golf stick, and knickers and you have a picture of papa—then and now. Boys weren't of much account anyhow. Sheep were more valuable, for they produced meat and wool while boys produced noise and mischief. But enough, the silent past must speak for itself.

The boys' work profession, as we know it in our social service agencies today, gave its first weak birth-cry about thirty years ago. It made so little stir that nobody offered to walk the floors with it. But in spite of neither mother nor father, it waxed strong and slowly but surely took its place among its better conditioned brothers and sisters. The boys' worker of those days was all things to all boys. No office or privacy or budget for him; no recognition at conferences or conventions. He wielded a wicked broom when the janitor had a drink too many; he did the giant swing, the flip-flop and all the rest when the physical director was too tired; he substituted for doctor and music teacher. With magnificent indiscrimination he conducted seminars, summer camps, and clinics; taught groups in wood-carving, singing, and clay-modeling; directed surveys, minstrels, and musicales. But like most jacks-of-all-trades he muddled along without much sense of direction or objective, spread so thin among so many projects that his force was dissipated.

BUT our craftsmen in better boy building have emerged from those hectic days. Year by year they have won the increasing admiration of their colleagues in other forms of social service. Furthermore, they have won the good fight for their professional title, director of boys' work. Banish forever that puerile and meaningless handle, "boys' worker." For there is a vital distinction: every staff member or volunteer who is working with a club or class of boys is a "boys' worker," good, bad, indifferent. Trained or (alas) often untrained and unfit. But a director of boys' work implies careful training, executive ability, organizing capacity. He

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works with men as well as boys; he leads and stimulates; and his relationship to his committee and to the board is definite and dignified.

In the settlement wheel, the director of boys' work is a most significant cog; but still without sufficient recognition. He has not come into his own as have his colleagues in Scout, Y. M. C. A. and other fields. Too many settlements still show their lack of appreciation by employing part-time "help" with insufficient training and deplorable turnover. Paltry salaries, pokey quarters, and far-away relationships with the board and powers-that-be, all tend to develop a narrow outlook and question as to the real value of the super-important work. This is calamitous to the settlement.

THE necessity for directors of boys' work grows apace. Like it or not, each succeeding generation of American boys strikes its roots less deeply in the American home. Place the blame on autos, movies, prohibition, or total depravity, and the answer is the same. The causes may be debatable; the results are certain. This situation develops an ever-expanding field for the carefully trained man who specializes in work with, for, and by boys.

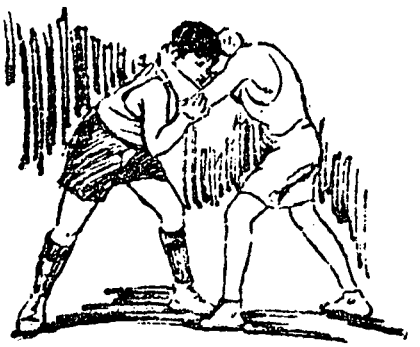
Hundreds of carefully selected men are in training each year and four or five colleges and universities are making a speciality of four-year courses in training for this compelling work. What can we reasonably expect of these men who are doing so much in moulding our youth for better citizenship?

In the first place, there must be a sense of mission. There are great worlds to conquer in the field of boys' work, research to be done, science to be applied. Also the director of boys' work must feel his ability to release the power in boy personality; to see beneath the often unlovely surface of what seems to be to the actuality which lies beneath; to cause a constantly rising standard of personal and civic responsibility.

A sufficient educational background, both general and technical, is necessary for continuous growth and fruitful service. If possible, his training should include much of the classics, the social sciences with particular stress on the humanities, and considerable theoretical and practical background in those technical subjects which pertain to young boys, adolescents, and young men. Music is desirable; a good background in the crafts and some of the essentials of good business. He must master details and be able to visualize events, programs, and experiments beforehand so that they will proceed as planned. This is a point of extreme importance, as this ability—or lack of it—often distinguishes the skillful executive from the slip-shod muddler.

Poise and noise are as antithetical as razors and chin whiskers. A winsome, poised, quietly forceful personality doesn't need a blunderbuss. It wins and holds the respect of boys and men. There is no place for the she-man who "old mans" and wheedles his boys assuming it good technique to throw his arms on their shoulders. Personality defies definition, but this particular type of individual should never be found within the ranks of the profession. The boys' work director, direct, tenacious, and resourceful, is worth his weight in gold, though his salary check is not drawn with this fact in mind.

One's nose may be Grecian and perfect but unless he can look beyond it, he limits himself, his boys, and his organization. Cooperation is the very bulwark of success in any social service enterprise and no man can permanently succeed unless he is willing to field as well as pitch and catch.



Decorations courtesy Worcester Boys' Club

An element of the adventuresome is essential. "Nothing ventured, nothing gained" is a truism doubly true in work where the lack of an accurate check-up makes mediocre work quite possible. Business permits a weekly or even daily balance sheet. Liabilities are recognized at once and instant steps taken to check them. New trails need blazing in all phases of boys' work; there is a constant need for new experiments, new charts, graphs, interpretation. Our boys' work directors must not lean upon the past too heavily. We need hardy pioneers with a research turn of mind.

"To spank or not to spank—aye, that's the question." In most communities the members represent many nationalities, many faiths, many customs. This diversity is encouraged and each contribution enriches the community program. It also brings problems and the need for skillful, and for the most part indirect, discipline which makes for self-control and a regard for personal and property rights. Occasionally the boys' work director finds it necessary to administer prompt and exceedingly direct disciplinary measures, and if he be found deficient he loses faith in himself and caste with his boys.

HAVE we hitched our wagon to a star too high? Perhaps. And yet we know men who have been living richly and adventuresomely and bringing genuine glory to their great profession as director of boys' work. Men of high personal integrity, of genuine sincerity, inspiring loyalty. Men with an unfailing sense of humor who find it both natural and necessary to give the funny-bone plenty of exercise. They have perplexing problems and hard knocks sufficient to keep their feet on the ground and a healthy, sane optimism which makes them find pleasure and profit in human comradeship; a comradeship often rich in immediate returns but frequently one which mellows slowly and brings its richest joy in future years.

Finally, the successful director of boys' work is a man of patience—but not too much patience. He knows that his planting needs time and care and that character building is a slow and often discouragingly tedious process. Patience is essential but he must nevertheless beware of confusing patience with a too-ready acceptance of things as they are. Too much relaxation is deadly; too much acquiescence brings its inevitable defeat. If his board is apathetic, if his plans too often smash, if his objectives too often fall short of the mark, he must know that danger lies ahead—danger to himself, danger to his organization. He must be impatient of too much patience.

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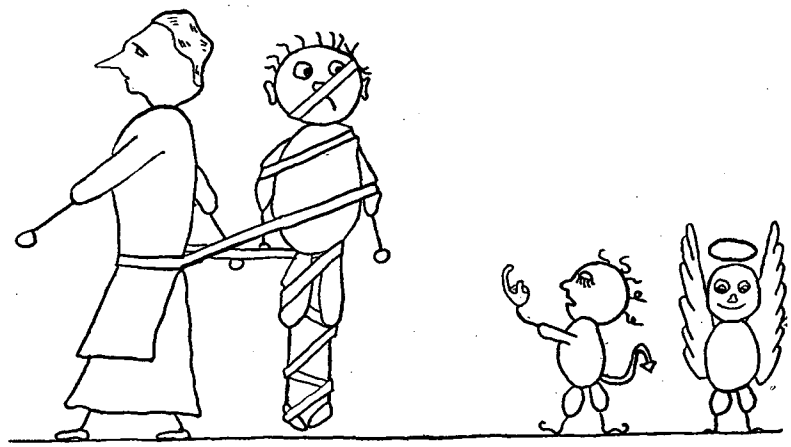
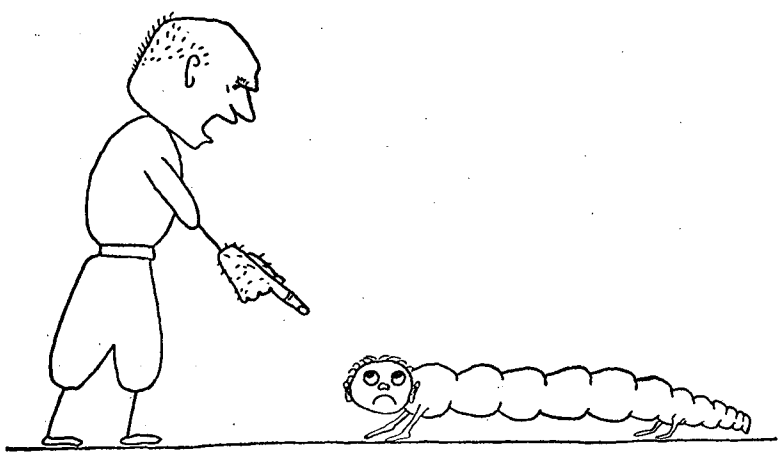
# GUIDES FOR GROWN-UPS, BY GEORGE H. PRESTON, M.D.

*Mother keeps me tied so tight*
*To her apron strings*
*That I never have a chance*
*To try my wings.*

*How can I pick right from wrong*
*Or guide my ways*
*If I always have to do*
*Everything she says?*

*Ought she not to teach me*
*How to crawl*
*While she still can pick me up*
*If I fall.*

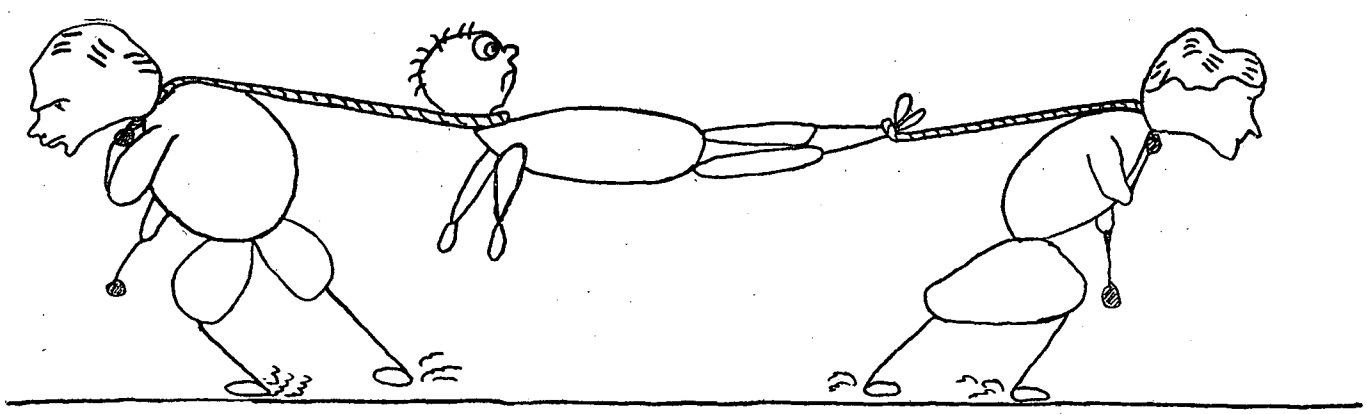




*Daddy says I'm trifling,*
*Says I'm stupid, slow, and mean*
*Says I never learn my lessons*
*And I'm never neat or clean.*

*"Sissy's" what he calls me,*
*Says my head is made of wood,*
*So I've just about quit trying*
*To be better, if I could.*

*If my Daddy says I'm worthless*
*Then it surely must be so*
*Cause my Daddy is the wisest man*
*In all the world, I know.*



*Father pulls me one way, Mother pulls another,*
*One says "Yes" and One says "No"*
*Till I don't know where to go.*

*Father has "Digestion," Mother has a "Pain,"*
*And no matter what I play*
*It is always wrong today.*

*Father says it's Mother, Mother says it's Pa,*
*But they never seem to see*
*What their fussing does to me.*

*If they only would agree,*
*Make a plan in unity,*
*Always one instead of three,*
*What a happy child I'd be!*

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# Berkeley Experiments with "Controls"

By ANNE ROLLER

AS a social worker one may have envied the scientist who in his enthusiasm for research had but three of his six children baptized, keeping the other three as controls. Few of us are able to apply the experimental method so objectively to human behavior; yet, in all seriousness, how are we going to carry on our investigations in the social field with sufficient accuracy to justify our claims that crime, psychoses, all manner of social maladjustments, can be prevented—unless we apply the experimental methods of exact science? We have been in the habit of measuring the success of a child guidance program by the percentage of children treated who later become well-adjusted young people, but like the enthusiastic father of six, every genuine scientist would demand controls in the sense that he would wish to compare these young people with others who had had similar behavior difficulties without receiving child guidance.

At a recent meeting of the Berkeley Coordinating Council for Child Welfare, I heard Dr. Virgil E. Dickson, director of the bureau of research and guidance of the Berkeley public schools, describe the unique manner in which experimental methods have been adapted to the five-year program of research in child behavior being carried on in this California city of eighty thousand, already known to Survey readers as the crime prevention laboratory of August Vollmer and his "college cops." (See The Survey, June 1, 1929, p. 304.) In 1924 Dr. Dickson, in his capacity of assistant superintendent of schools, and Mr. Vollmer, in his capacity of chief of police, both interested in tracing human failure to its sources in early childhood, discussed ways and means of promoting "the unselfish cooperation of all agencies concerned with child life." The result was the Coordinating Council, composed of these two leaders together with the policewoman, the city health officer, the superintendent of social service at the Health Center, the executive secretary of the Welfare Society, the agent of the Charity Commission, a visiting teacher, the director of elementary education in the public schools, and the chief executive of the Boy Scouts. A few other members have been added.

This Council, meeting weekly, accepted the staggering responsibility of finding and securing treatment for every "pre-delinquent" child in Berkeley. A master list was made of all problem children and young people known to any of the cooperating agencies. Case histories were pooled, individual children were discussed at the meetings, and one agency appointed to handle each case. Supplementary lists were made of gifted children in need of opportunity for expression, physically handicapped children in need of home teaching, children of low mentality needing supervision or institutional care, retarded children needing social adjustment, and psychotic families. Spot maps showed the location of homes where children had been truant or delinquent, thus often revealing the leaders of gangs. Studies were conducted "to reveal those conditions in the city which are responsible for maladjustments in children," even such details as the manner of displaying goods in stores being observed in relation to shoplifting. Similarly, "activities that contribute to the shaping of a desirable character and personality" were given consideration.

In the fall of 1928 the teachers in the public schools, from kindergarten through the ninth grade, were asked to report every child who was a serious behavior problem. These reports were made the basis of a follow-up study by the Coordinating Council through a traveling clinic composed of Dr. V. H. Podstata and Dr. Calvin Stein, psychiatrists, Dr. Louise Hector, medical director, and Dr. Virgil Dickson, psychologist, called the counseling committee, together with several social workers and visiting teachers. This clinic worked only with those children whose parents indicated their willingness to cooperate in the intensive treatment needed. Further limitation of intake was necessitated by lack of time and personnel. Hence, during the first year of the experiment—the period for which reports are available—117 children composed the experimental group. The remainder of the original 365 problem children became a control group receiving only the ordinary type of counsel in home and school.

"Both groups," said Dr. Dickson, "are being followed from term to term, with a careful study of their development. The counseling committee continues to work with the experimental group and to recomend consecutive treatment. At the end of each term, the school fills out for each member of both groups an objective record of behavior as manifested in the classroom and on the playground. On the basis of the work done by the psychiatrists, physician, psychologist, and social workers, other records aim at complete histories of physical, neuropsychiatric, psychological, and social data for both groups. So far as possible the members of both are equated on the basis of type of problems, age, intelligence quotient, and school in which enrolled. Obviously, because of the limited number, such equating cannot be perfect. The final check of the study will be a comparison of progress made by the experimental and control groups in school achievement and behavior record. It is planned that the program will be carried for at least five years before such final check is made, but in the meantime a comparison will be attempted at the end of each term."

IN addition to the control groups of problem children, whose behavior problems are similar to those of the experimental group, it was deemed essential to organize a second control group, composed of children who at the beginning of the program were in no sense problems of behavior, but who were considered by principals and teachers examples of wholesome normal childhood. Since there was a wide choice possible in the formation of this group, the process of equating could be accurately done. Each problem child who was to be given intensive treatment was matched with a non-problem child of the same sex, age, grade, and intelligence quotient, enrolled in the same school and in the majority of cases under the same teacher. These two groups are also being studied for comparison of physical and social status, as well as for progress in achievement and behavior.



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Sometimes a child shifts from one group to another and it becomes part of the study to determine if possible why one with every "right" to be a problem develops satisfactorily while another previously in the normal control group suddenly develops behavior difficulties. In general, noticeable improvement has followed treatment of the 117 children in the experimental group. The median IQ of this group is 95, 20 per cent being unusually bright and one child testing 162—one more corroboration of the statement often made by psychiatrists that brilliant intellect is not an index of the individual's powers to adjust to his life problems. Surgical or medical treatment is being carried out in nearly 50 per cent of the cases, endocrine gland treatment in 45 per cent, environmental adjustment in 45.9 per cent. Where children have shown outstanding abilities (as many as nine distinct "gifts" have been found in the same child) every effort is made to prevent levelling out. The child is referred, if possible, to a volunteer assistant who possesses the same gift or is interested in it.

"We expect," Dr. Dickson said, "to have comparable data on at least a hundred children from each of the three groups by the end of this year. Of course, even with our set-up of experimental and control groups, with scientific regulation of many of the factors, there remain environmental conditions which are beyond control in any but institutional situations. However, the study can at least claim to be a pioneer effort in the evaluation of the procedures used, and its results may be considered as pointing in one direction or another. If there is no difference in the progress made by the various groups of children, we shall need to stop and consider both the treatment given and the technique of research. On the other hand, if the problem children who are receiving intensive treatment show greater progress toward social adjustment than the problem children who are being given no special aid, then we shall seem to have definite justification for the continuance of the program as offering possibilities of prevention of adult maladjustment. In either case, there would be every reason for continued research looking toward more effective treatment and more refined methods of study."

# The Negro's Livelihood

By RUTH G. BERGMAN

AS if involved in a preposterous game of pussy-wants-a-corner, Negro and white men are pursuing one another from agricultural pillar to industrial post. Bread and butter is the prize. The "game" is described in a study of the economic status of the Negro made by T. J. Woofter, Jr., associate director of the University of North Carolina Institute for Research and Social Science, and financed by the Julius Rosenwald Fund.

The Southern Negro, Mr. Woofter finds, is beset by adverse agricultural conditions and white encroachment on his traditional occupations. Stripped of the protection of old taboos that once formed a barrier around so-called Negro pursuits, and faced with the racial precedent and prejudice that guard the white trades, the Negro has made no great gains in industry. In agriculture he has, in the most literal sense, lost ground. The success of individual farms, however, and Negro advancement in certain industries indicate that the situation is not hopeless.

Looking first at the rural South, one is confronted by a dismal spectacle of abandoned farm houses and desolate wastes. Mr. Woofter traces this situation to three chief causes, the first of which is the one-crop system. Under this system, the farmer depends upon either cotton or tobacco almost entirely for his cash income. Depression in the cotton and tobacco markets, therefore, is disastrous to him; and depression is frequent. In the old cotton belt, incomes have suffered doubly; while the boll weevil ravaged the local crop, the rise of cotton culture in the Southwest (to a considerable extent by Mexican labor) caused overproduction and a consequent drop in prices. The farmer who concentrates upon one crop usually neglects to raise enough food and feed stuff for his own needs. Instead he patronizes local retailers and bears freight charges, merchant profits and the high cost of credit. Recently food and feed production have increased in proportion to the tobacco and cotton output, but this has been due more to a reduction in the cash crop than to increase in truck farming.

Diversification is practiced less by tenant farmers than by other operators. Tenancy is the second great offender against the Negro farmer. Up to 1910 Negro farmers increased in number but by 1925 the number of owners had gone down sharply. The decline of the renting class was compensated by an increase in the share croppers. The proportion of Negro croppers to the total number of Negro farmers in the extreme southeastern states rose from 39 per cent in 1920 to 46 per cent in 1925, not because of any gain in the actual number but as a result of losses in the higher class. This denotes a serious decrease in agricultural productivity.

THE third great obstacle to the Negro's agricultural prosperity, as shown by Mr. Woofter, is the present credit system. Most Negro farmers are compelled to depend upon credit for which they have been known to pay as much as 37 per cent. Federal farm loan banks are shunned because they deal with groups, and Negroes are usually barred from white associations and unready to form their own. Unfamiliarity breeds fear of long-term loans and payments fall due at an inconvenient season. Similarly, Negroes often avoid dealings with the joint stock land banks largely because of the lawyers' title, appraisal, and survey fees entailed.

With productivity low and production costs high, the average income of the Negro agricultural laborer is far below that of his confrères in other parts of the country. The North Carolina State Tax Commission in 1927 found the average cash income plus family living to be $1034 annually. This referred to white owner-operated farms. Negro incomes were lower. A study made in Georgia by Arthur Raper showed an annual average of $448 in one county and $399 in another. The study of St. Helena Island showed an average income of $420.

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The result is reflected in empty houses and unfruitful acres. From 1910 to 1925, twenty-five million acres that had once been cultivated were given over to broomsage and brambles. The seriousness of this loss is heightened by the fact that while farm land was shrinking, woodland was still being cleared as a last resort for raising money. Between 1920 and 1925 the loss in southern rural population was due chiefly to the movement of Negro farmers, whose numbers decreased by eighty-four thousand as against a disappearance of twelve thousand whites.

In spite of these bad conditions, Mr. Woofter was able to write a cheering l'envoi. His findings were presented at a conference of notable agricultural leaders and economists in Washington and formed the basis of eight suggestions for enabling Negroes with special ability for agriculture to enter or remain in it and prosper:

Strengthening agricultural facilities in the schools and the land grant colleges in each of the southern states.

Strengthening extension facilities for increasing productivity and improving farm management. Farm and home demonstration agents have been the most effective agencies for improving methods of production and giving information on crop movements and credit facilities. Several hundred additional agents are needed.

More efficient utilization of the land. The conference suggested agricultural, social, and economic surveys and subsequent promotion of the use of the land for which these studies show it to be best adapted, together with the requisite readjustments in community institutions and the provision of essential public services.

Special efforts of cooperative marketing projects to include Negro farmers.

Experimentation to discover better and more economic methods of handling production credit.

Efforts to strengthen and increase the size of present communities of land holders. The results of colonization in the cut-over lands of the Northwest, as well as the bi-racial situation in the South, indicate that farming within existing communities is preferable to the starting of new colonies. Such communities as Hancock County, Georgia, or St. Helena Island, South Carolina, where there are now nuclei of Negro land owners, are suggested as laboratories for experiment in introducing and supervising new farmers and determining what credit facilities they need to become land owners.

Effort to promote more self-sustaining agriculture by including the Negro in movements to encourage diversification of crops and breeding of livestock.

Further research; this problem of the Negro in agriculture and industry to be suggested to the President's Committee for Research in Social Trends and upon the Southern Regional Research Committee of the Social Science Research Council.

*Woodcut by J. J. Lankes from Homes of the Freed by Rossa B. Cooley, New Republic Co.*

The relationship between southern agricultural depression and Negro industrialization, has been foreshadowed. In the past ten years some 650,000 Negroes have gone to southern cities, 450,000 to presumable Meccas in the north. Rural whites have moved in the same direction and have entered into competition for jobs which urban Negroes have held since early slave days. The Negro, on the other hand, has forged ahead into industries from which he was formerly excluded.

When war industries and the concommitant withdrawal of foreign-born labor sent opportunity around to Negro doors, some 300,000 heeded the knocking and went out to take their chance in mining, mechanical, and transportation pursuits. Between 1910 and 1920 agriculture lost 240,000 Negroes and domestic service 50,000. The gain in industry is the more remarkable in view of the increased proportion of Negroes not gainfully employed, due to a period of prosperity which enabled more children to remain in school and more women to stay home and keep house.

In this period, Negro women factory workers were more or less concentrated in the tobacco, clothing, and food industries, starting unskilled and rising gradually to positions of skill. The same decade showed an increase in Negro waitresses, school teachers, and nurses, while the development of Negro business gave clerical and semi-professional work to women.

Men made their greatest advances in transportation and the steel and automobile industries (including allied work as chauffeurs, filling station and garage assistants and mechanics). Trends established between 1910 and 1920 were followed in the next decade. That Negroes had made good was shown by their ability, in general, to retain the somewhat probationary jobs secured during the war. The change, however, has not been uniform, and gains in one occupation have been offset by losses in another.

Turning again to the South, Mr. Woofter finds that the chief gains since 1920 have been in mechanical industry, notably the textile, lumber, and tobacco trades. In transportation, Negroes have apparently held their own. The most unfavorable conditions are in the building trades. According to reports from southern cities, Negroes and whites no longer work side by side or even in separate squads on the same job. This condition is attributed to the increasing number of white building mechanics and the discrimination of unions against the Negro, as well as to loss of skill among colored workers since the days when the apprentice system turned out carefully trained men.

Other notable losses appear in municipal employment

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which is affected by white political influence. In Atlanta, for example, the sanitary department has removed all Negroes, leaving whites to sweep streets and remove garbage in Negro districts. Negro waiters, too, are often replaced by women and white men; and Negro barbers are losing favor.

Clearly the color line has begun to run. No one knows how far it will go or what its ultimate outline will be. Meanwhile, the Negro's chances depend on the race between opening and closing opportunities, which, in turn, are closely related to the increase of white population, the rehabilitation of southern agriculture, the development of industry, the political situation, the growth of trade unionism and changes in public sentiment.

Facing north, Mr. Woofter discovers that there are sections where the Negro is being underbid in the labor market by Mexicans, while in various cities easily accessible to southern rural districts he feels the same pressure of white population that is exerted generally in the South. The use of Negro labor, considered a necessary experiment during the war, was resumed after the 1920 depression and augmented by 1929. In certain plants it had become a definite policy. Before 1920, Negroes were chiefly common laborers. While the evidence is not yet conclusive, indications are that the Negro has probably gained ground in recent years. This is especially creditable since most of the men in factories today were field hands yesterday.

Woman's place outside the home has not altered greatly since 1920 except by way of rapid expansion in mechanical laundries and some increase in industry, particularly fruit and nut packing in Chicago and textiles in Pennsylvania. New York City reports an advance of Negro women in the garment industry.

The status of the men is more ambiguous because it is determined by balancing gains against losses and neither are clearly defined, even within a given industry. Often one employer will deny the Negro's ability to do work which he is performing with great success in a neighboring city. The Negro's foremost conquests in the North have been in mechanical pursuits, especially, steel, meat packing, and the automobile industry.

Openings in municipal employment have been created by the political influence which has accrued from the growth of Negro population. Here, as well as in businesses patronized by Negroes, the colored man is making appreciable headway. Stores and offices owned by Negroes have multiplied. In them Negro clerks and managers are readily employed. White proprietors have generally preferred white employes. In Chicago, however, Negroes have been taken on by a chain of drug stores, several chain groceries and department stores and a number of small businesses. Losses among waiters, elevators operators, apartment house, and office building attendants can, in part, be traced to definite propaganda for the employment of whites.

In the building trades, the Negro's position varies as the trade union winds blow hot in one place, cold in another. While the American Federation of Labor favors no discrimination, this attitude is not found in all locals and internationals and these latter have the final decision on Negro admission. Other curbs to the Negro's progress are his own scant training and interest in manual labor. Both refer back to industrial education which is deficient in the North as well as in the South. In the South the expense of teaching technical subjects has been the greatest obstacle; but everywhere pupils have tended to avoid other than academic studies because they lacked respect for industry and feared they would be denied the education given freely to white children.

All in all, the Negro has won his preliminary contest with industry. It remains for him to compete for the title of skilled laborer. In spite of the many obstacles in his way, he has already made some progress in the direction of the skilled occupations. But unless he continues this rise in scale his numerical gain in industry will have been only a jump from the agricultural frying pan to the industrial fire. These facts were presented at a second conference in Washington which brought together especially (*Continued on page* 112)

# Win or Lose?

By BEULAH WELDON BURHOE

THERE are in the United States about six hundred tuberculosis hospitals and sanatoria from which are discharged each year over a hundred thousand patients. Some of these ex-patients will die, some will be numbered among the chronic sick, some (those whose disease was discovered early enough) will soon be absorbed again into their old places in the community. But there is a group, a very large group, of sanatorium graduates whose fate depends directly on the conscience of the community to which they return. They are not sick enough for a sanatorium, but they are not yet well enough to enter competitive industry. They have been brought safely to convalescence because the community has provided for their proper sanatorium care. But this is only the first step. The community must provide stepping stones back to employment, if only for economic considerations. The sanatoria throughout the country represent an investment of over $300,000,000. It costs $83,000,000 a year to maintain them. While there are no available figures for the relapse rate, it has been estimated that fifty per cent of the sanatorium graduates break down and go back for further treatment.

This problem of social adjustments to prevent relapse, is being studied by the after-care department of the National Tuberculosis Association, organized a year ago. In several large cities there are bureaus for the handicapped where vocational guidance and placement are provided for those disabled by accident or disease. A few of these bureaus maintain curative workshops where a patient's aptitude and work-tolerance is tested and where training in certain industrial processes is provided. In New York City there is a very successful workshop which gives sheltered employment to workers in the garment industry. (See The Survey, Feb. 1, 1925, p. 516.) The factory is a model in equipment and sanitation. Work is apportioned on a prescription basis de-

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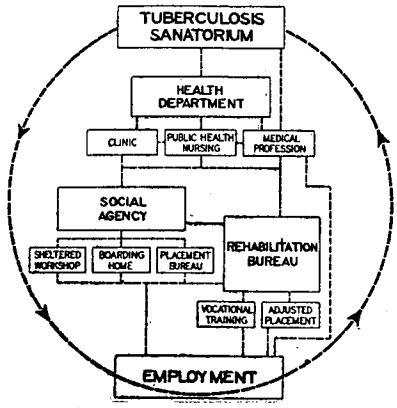
termined by the examining physician. The employe spends the entire day at the factory where rest rooms are provided for the hours when he is not at work. He is paid for a full day's work though he may work only an hour or two, receiving what he earns in cash, his subsidy by check, so that he can measure his progress by the increase in currency. In several cities the local tuberculosis association maintains a special employment bureau which seeks to obtain jobs suitable to the capacity of the sanatorium graduate.

All those engaged in the problem of the employment of the tuberculous are concerned with some phase of adult education. While it is generally conceded that the person who has had tuberculosis is better off if he returns to his old position, thus avoiding the strain of adjusting to new conditions, this is not always possible. Here the state bureaus for vocational rehabilitation are sometimes of great help. Since 1920 there has been available through an act of Congress $1,000,000 allocated to states on a population basis where the states match the federal funds. This money can be used for the re-training of civilians disabled through accident or otherwise who cannot return to their former occupations. Those who have had tuberculosis fall in this "otherwise" group. One young man in the far west who received training through one of these state bureaus is on his way toward becoming one of the foremost commercial artists in the country. This training aspect is, of course, of most importance in the adolescent group.




*The circle charts the route of the unsupervised and leads, too often, back to the sanatorium. The supervised routes within the circle lead back to employment*

Consideration of the education, or re-education, of the person who has had tuberculosis opens up the field of adult education as a therapeutic measure. Several sanatorium superintendents have seen the vision of a sound educational therapy. They have capitalized the hours of leisure which are often so irksome when imposed for long months and years. One sanatorium superintendent in the mid-west has persuaded a socially minded board of education to provide two full-time teachers for the adults in his institution. Here the patients are pursuing their studies, even those who are still in bed, their beds being rolled into the auditorium for classes. In several sanatoria, studies are now being made of the patients in relation to educational programs. Each patient is interviewed, to determine previous schooling, former employment, future ambitions and present desires for study. In the sections of the country where there is a large foreign born population, this is a fertile field for Americanization in its true sense. This sort of educational work has been carried on for some time by a few institutions but as a country-wide movement it has only begun.

The field of education has now been long recognized as a public responsibility. The pioneer work in adult education has been done and its further extension to those who are temporarily or permanently disabled is but a matter of time. The lag in the field of after-care of the tuberculous individual is in the social field. The reason for this lag is expense. Tuberculosis is expensive, much more expensive than those who administer community funds often realize. It is difficult for a lay person to understand why a man weighing possibly 170 pounds, with a good color and no outward evidences of weakness, cannot do a full-time job. It is easy to brand him as a shirker, as a man who thinks that the world owes him a living. Forward looking social agencies have long recognized the expensiveness of the disease but they have had difficulty in getting general understanding.

One outstanding family agency in New York City has a special tuberculosis division. All families in which there is a case of tuberculosis are put on a special budget and supervised by case workers who are nurses. Other agencies throughout the country recognize this need but they are hampered by lack of funds. They know that a man who has just returned from a sanatorium should not do a full day's work under ordinary employment conditions, but where there is no work for men who are entirely fit, the problem of the employment of the disabled is a dismal one. Part-time work is almost non-existent.

As we have seen, some communities are trying to solve this problem by subsidizing sheltered workshops. In England the industrial colony, notably Papworth, has found much enthusiastic support. Two or three experiments in colonization are being made in this country. They all involve considerable expenditure and can only be undertaken when the community realizes the importance of this problem and the savings involved. Not until cities, counties, and states realize that it is cheaper to provide support for a sanatorium graduate until he finds suitable employment, than it is to pay for the otherwise almost inevitable relapse, can we be sanguine about the problem of the after-care of the tuberculous.

BEFORE any community can give adequate consideration to the supervision of those who have returned from sanatoria, there are several fundamental conditions that must be fulfilled. When a case is discharged from a sanatorium, the notice of his discharge must be sent by the sanatorium back to the community in which he will live. In many states in this country this is not done. In several states there is an arrangement whereby the sanatorium notifies the county nursing association, the local health department, or the local tuberculosis association. In four states, New Jersey, Massachusetts, Ohio, and Connecticut, there is mandatory provision in the Sanitary Code for the notification of discharged sanatorium patients to the department of health. These discharge notices should, of course, carry full information about the condition of the patient and some prognosis of work-tolerance, as a guide to the social agency.

Adequate supervision of the sanatorium graduate is twofold—medical and social. Both are equally necessary. The medical supervision, as shown on the accompanying chart, is the responsibility of the medical profession and the health department. The social supervision will depend upon local conditions. It may be done by a local tuberculosis association, or by a family welfare agency. It may take a number of forms such as sheltered employment, re-education, placement, or colonization; the important thing is that it should be there in some form. Obviously, the route from the sanatorium back to employment will be reasonably free from hazards only when it becomes a matter of community conscience.

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# The Uniform Child Labor Law

By FLORENCE KELLEY

THE nationwide movement for the safety, health, education, and welfare of wage-earning children and youth, receives tremendous impetus through this year's action of the Conference on Uniform State Laws at Chicago. On August 13 the Conference adopted by a roll-call vote, 34 to 1, its third draft for a uniform state child labor act, and the American Bar Association approved the act at its annual meeting on August 22.

The conference consists of approximately 160 commissioners, each appointed by the Governor of his state. They include Dr. Ernst Freund of the Chicago University Law School, a lifelong devoted advocate of this cause, and Professor Joseph H. Beale of the Harvard Law School appointed this year to replace Professor Samuel Williston, resigned. Since 1926, the Commissioners on Uniform State Laws have been giving painstaking consideration to the forward steps in this field for which they now deem the time ripe. Their first draft for a uniform child labor act was started in 1909, and this, their third draft, is adopted at their fortieth annual conference.

For the host of administrative state and city officials made necessary by our expanding industries it is an immense service to have wrought into clearly intelligible, readable form the sorely needed proof-of-age specifications for supplying the effective care intended for wage-earning children today by the advanced states. Especially beneficial will this service be to the children where, as in Pennsylvania and many other industrially developed states, the spoils system runs riot and new, inexperienced, incompetent men and women come and go as administrative authorities, with every political change.

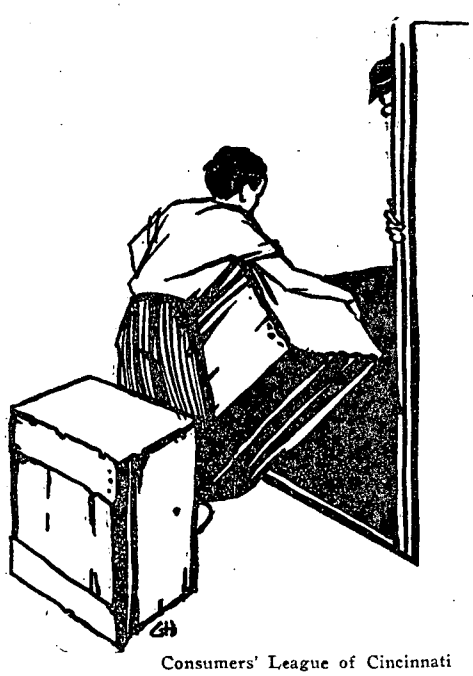
The scope of the act extends beyond child labor measures hitherto proposed for immediate enactment in this country as to age and safety. The upper limit is the twenty-first birthday for all persons employed (in cities of specified size) before 6 A. M. and after 8 P. M. as messenger for a telegraph or messenger company or other company engaged in similar business, in the distribution, transmission, or delivery of messages or goods. The same age limit applies to women and girls if required to stand constantly, or to oil or clean machinery in motion, or in or about a mine or quarry, or in the street trades. To cover the prohibitions of dangerous occupations for persons under eighteen years eleven titles are required, several of them very comprehensive, and for those under sixteen years, twenty-six titles. Provision for certification and issuance of permits to workers sixteen to eighteen years, will introduce a new era for them all. It will give teeth to that section of the act which prescribes for them a working day of not more than eight hours, a working week of not more than six days and forty-eight hours, and rest at night from 6 P. M. to 7 A. M.

Courtesy the Neighborhood Kitchen

The educational requirement is the completed eighth grade of the public schools. The provision for enforcement is substantially that which has long been familiar as prescribed by the State of New York for its minors.

From the foregoing standards there are, however, variations, which may account for the refusal of New York delegates to vote approval of the draft in the meeting on August 13. These variations may, indeed, reduce the probability of nation-wide uniform adoption unless and until they are modified.

First, the act excludes from its definition of "gainful occupation" or "employment," the whole field of agriculture, thus ignoring Ohio's celebrated Bing law regulating the work of minors in commercialized mass production of fruits and vegetables in the vicinity of cities. Second, the act amazingly exempts from all its elaborate educational and badge safeguards provided for boys under sixteen years engaged in street trades, "boys between nine and fourteen years who may distribute or sell newspapers, magazines, or periodicals."



Consumers' League of Cincinnati

New York's approval is presumably withheld because the proposed act does not go far enough in one or perhaps both these important respects. More than a decade ago, by statewide law, she successfully placed her newsboys under control of the educational authority even in Greater New York, administratively the most difficult municipality in the nation, and fixed the minimum age at twelve years. How then could New York delegates today consistently vote approval of a draft which would, wherever adopted, comprehensively outlaw this important group of working children? The exclusion of *all* agriculture by definition, and of newsboys by repeated specific provision (involving conflict in terms) is an inexplicable blot upon this third draft after more than four years' consideration, the more so by contrast with the extraordinary enlightenment of the provision for the other minors.



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Nation-wide cordial approval will undoubtedly welcome the Commissioners' provision for the eight-hour day and forty-eight-hour week of six days, with rest at night from 6 P. M. to 7 A. M., all this applying to boys and girls fourteen to eighteen years old, employed in occupations included by the Commissioners in their Act, except unfortunately newsboys and those engaged in street trades who receive two hours daily less restriction. How urgently this abbreviation is needed may be inferred from the fact that nine states still allow girls fourteen to sixteen years old to work nine to eleven hours.

Less enthusiasm is in store for the fourteen years minimum age limit for work in factories. This has no charm of novelty. It was the law of New York forty-four years ago—in 1886. It was the law of Illinois in 1893. It is the law today of every state but two, Utah and Wyoming. Even the reactionary National Association of Manufacturers recommended two years ago, for every state, that the fourteenth birthday be the minimum age for employment in factories. Seven states, moreover, have already adopted the fifteenth or sixteenth birthday as an age minimum and others are preparing to do so. That way lies future uniformity. They cannot recede from it. Nor can the states recede which safeguard by state laws their children who are engaged in commercialized rural work, or which register, badge, and prescribe permits for their newsboys. To do so would be cruel and reactionary.

Barring the matter of hours, especially valuable is the emphasis now placed on the long-neglected street trades (except, alas, newsboys!) in which the numbers of boys have enormously increased with the coming of delivery automobiles and trucks, on which young lads are employed as so-called "conductors." The great increase in falls as causes of compensable injuries to juniors is now recognized as due in large measure to the speed with which these children must scramble down to deliver goods before the truck has come to a full stop and scramble up again as the truck starts. Truck drivers must finish their tours within their schedules, making the stated number of starts and stops each with its own potential danger to the young worker.

FOR telegraph and messenger boys, on foot, or bicycles, or motorcycles, motor vehicles of all kinds add vastly to the dangers of the streets; and their new injuries are of the most extreme kinds, including death or dismemberment. It is, therefore, of great importance that for them uniform statewide safeguards such as abolition of night work after 8 P. M. and before 5 A. M., are included in the present draft; and that physical fitness is stressed for the street workers' permits as for all other minors. But why should their protective measures end at the sixteenth birthday? Why not at the eighteenth?

For both these sets of working boys alike, the streets themselves are the perennial source of danger. And everywhere the streets are every year more deadly both for adults and children. Why is the age of fourteen years accepted as their minimum for beginning to work? Why not fifteen? And why is the lower age of nine years specified for newsboys? It is utterly unenforcible without proof of age, from which they are expressly exempted in the draft.

Why are newsboys exempt in the draft from all forms of protection assured to boys fourteen to sixteen years employed in other street occupations? Are the commissioners recommending lower standards of age for newsboys in the nine states which now require by state-wide law higher limits than the ninth birthday for beginning to sell papers? No state specifically authorizes in any statute, as does this draft, the work of children as early as nine years in selling newspapers, magazines or periodicals. Nor, so far as is known to this writer, has any city established such an ordinance.

Is it the intent of the Commissioners to leave these youngest to the city ordinances? If so, what can be their reasons for lowering the age and other requirements for thousands of these children in scores, or hundreds, of cities? Can the Commissioners be unaware of the experience of the cities whose ordinances intended to regulate newsboys are permanently dead letters because, without state laws, the local authorities do not enforce newsboy ordinances? Was this not shown at different periods in scores of cities, by many years experience, notably in New York City, Chicago, Syracuse and Cleveland?

IF the difficulty of enforcement by the police is the Commissioners' reason for excluding newsboys from their draft, why do they not profit by successful examples in substituting for the local police, visiting teachers backed by state-wide newsboys laws? With this authority, badges and permits can be used successfully for newsboys. They have, in fact, for years been used successfully in New York City.

Or is it fear that the press may successfully oppose, or long delay, the enactment of the draft, which leads the Commissioners to sacrifice the youngest, the most defenceless lads? The class who most readily become thieves and beggars, withholding change, hoping that it may be given to them? The most frequent peddlers of narcotics, the most common victims of pneumonia and tuberculosis, and of serious or fatal street accidents?

In view of these few obvious and important insufficiencies in the draft, otherwise so admirable, would it not be feasible for the Commissioners to seek at once further investigations of the few sections which constitute an impasse? Could they not appoint an ad hoc Committee?

The Commissioners are men of such standing, and the bulk of their present draft commands such respect that, if they adhere to the sweeping exclusion of all agriculture and of the newsboys, there must be great and lasting injury to armies of working children whose all too meager present safeguards are now weakened by these provisions. The present joint action of the Conference and the American Bar Association is the most important forward step that has been taken in many years on behalf of the wage-earning children of America, and the full force of its beneficence should not be diminished by these flaws.

# A Client Writes In

*A letter to the Jewish Social Service of Newark, N. J.*

No luck with my wife,
No luck with my employer—
He got another worker.
And I have troubles in America:
I am weak; my wife is weak; the
Baby is lying in the hospital and
The other children are also weak.
The uncle is not clean, he is
A little crazy. And
My mother-in-law came back to us. . . .

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# Miners in Line

By JOSEPHINE ROCHE

TWO years ago, as the Labor Day parade in Denver passed the reviewing stand, members of organized labor and their friends watching it gave an extra round of applause and cheers as a small group of men long absent from Colorado's labor ranks, marched by holding old and faded banners.

"The miners are in line!" was the word passed rapidly along.

"I had not thought I would live to see that sight again," exclaimed a gray and bent old man who had been active in the early day fight for unionization. Hat off, he watched locals of the United Mine Workers of America swing by, and added thoughtfully, "This means more than most folks outside of labor have any idea."

"Most folks" outside of the labor group and its friends, were indeed little interested when the union contract between the Rocky Mountain Fuel Company and the U.M.W.A. was signed in August 1928 (see The Survey, December 15, 1928, p. 341). To the average business man the action was absurdly impractical and very irritating. To the industrialists in the state it was an intolerable affront to the old traditional policy of autocracy in labor relations. This new union labor cooperation program was doomed to a short life by the "practical" business men of the community.

This summer, as the end of the contract period approached, delegates of the U.M.W.A. and representatives of the Rocky Mountain Fuel Company again gathered together in the hearing room of the State Industrial Commission to write and sign another contract, another declaration of joint purposes. The miners discussed their problems and conditions in the field with the greatest frankness, and in turn showed keen interest in and understanding of the facts given them regarding market, price, and business problems.

Commenting on this two weeks' conference and its meaning, the Colorado Labor Advocate, the organ of the State Federation of Labor, said:

> It is unfortunate that the conference which resulted in the new two-year agreement could not have been attended by every coal miner in America and by every coal mine operator likewise. Had it been possible, it would appear to a side-line observer that every ton of coal mined would be produced under union conditions and in accordance with the understanding that the Rocky Mountain Fuel Company's new labor policy is bringing about. It is the appreciation of union labor in the sincerity and advantage of this kind of human relationship that impels the movement in this state to lend its full cooperation in the marketing of coal through its upwards of one hundred local union coal committees under the direction of the Organized Labor's Central Coal Committee in Denver and soon to be expanded to cover the state.

Clive Weed in The Century

Equally significant with the establishment of satisfactory labor relations are the production, market, and cost results of the last two years. The close of 1929, the first year under the union contract, showed an increased production over the preceding year, of 29 per cent; an increased production per man per day, of seven tenths of one ton; and a decrease in operating cost, of nineteen cents per ton. In the spring of 1930 when the nation-wide business depression began to affect every industry, Colorado's production of coal fell 17 per cent below the corresponding period of 1929. The production of the Rocky Mountain Fuel Company declined less than 5 per cent. Running time of the company's mines was considerably higher than that of the other companies; in June, for example, the number of man-days worked was twice the average number worked by all the other operators in the northern field.

ANOTHER element in the situation, especially during the last six months, is the intelligent interest and support being evidenced from many groups outside the trade-union movement. The State Conference of Congregational Ministers last spring adopted unanimously the report of their Committee on Applied Christianity, which called upon ministers throughout the state to urge upon their congregations support of the company in its constructive efforts to bring about a new day in coal mining. Other interesting illustrations of the development of general public interest in a policy looking toward the elimination of violence and force, and the substitution for them of reason and cooperation, are the approval of Methodist and Catholic conferences during recent months.

The new contract, in effect September 1, maintains the same wage scale, makes certain improvements in details of working conditions, and adds in its declaration of principles an interesting clause recognizing the right of labor to share in the increased productivity of industry resulting from improved mechanical devices and inventions:

> To stabilize employment, production, and markets through cooperative endeavor and the aid of science, recognizing the principle that increased productivity should be mutually shared through the application of equitable considerations to the rights of workers and to economic conditions affecting the operators and business of the company. . . .

A subject receiving much consideration is that of alternating work during the spring and summer, to avoid the usual seasonal lay-off in the industry. At some of the company's mines this policy was put into effect last spring as a result of conferences between the local union committees and management. The plan was adopted at the



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wage-scale conference as one to be put into effect generally. Under it, all miners will have part-time work during the slack season, instead of some being laid off with no work and a reduced force kept on.

This year when the Labor Day parade went by, more than five hundred union miners marched with vigor and assurance behind fresh and shining banners. They turned out the largest proportion of members of any union in the procession. They were met by handclaps and cheers not only from the reviewing stand, but from the throngs which lined the streets and filled office windows to watch them as they marched past.

Whatever problems are ahead of this joint enterprise—and that they are many and grave, everyone in the company and in the organized labor movement realizes—it may certainly be said that "most folks" now appreciate that there is something vital, permanent, and sound in the union cooperation program in effect between the Rocky Mountain Fuel Company and the organized labor movement to the state of Colorado.

# At the Admission Desk

By DOROTHEA LUHR

THE social worker is not the only one who has the fun of dealing with people. At the receiving desk of a large health center I get a good share, as patients hand me their pink clinic cards and their nickels, dimes, and quarters in return for the admission slips which I give them in exchange.

In the dim past before my time someone at the admission desk evolved the unwritten law, "Do not converse with the patients unnecessarily." I have felt this in the air in watching others who have occasionally substituted for me. One must not be rude, but the tone of one's voice should not encourage the patient. Perhaps rather recklessly, I have disregarded the rule. Perhaps my attitude of real interest has encouraged many a patient to tell me his story. And I shall not change it until there are complaints from the clinics that patients are arriving late!

There is the young man, of more than the usual college age, who is still attending highschool. He always comes to allergy clinic with a pile of books under his arm. On the days that the doctor is late the nurse lets him have one of the consultation rooms where he can study in quiet, away from the double row of new patients stolidly waiting and the old patients who have grown to know each other and are swapping experiences. One morning he was especially anxious to get through with his treatment because he was to cross the bay to visit a seed testing project; another time he told me about his music teacher, a woman who had studied for the opera and would have been successful, had it not been for a defect in her throat.

WHAT would my last Christmas have been but for the memory of the old gentleman—yes, gentleman—who made for five of us hand-knotted, hot-dish mats? A few days before Christmas he came with a carefuly wrapped package, which he opened first before me. He let me have my choice from the five differently colored pieces. I played a very unimportant part, but his overwhelming gratitude included the whole system of our health center. For the first time I was put on a par with the attending physician, the nurse, the laboratory, and the social worker! We all received the same gifts and the same profuse thanks. This old man, who had sat up many nights to make the thousands of knots in those mats, had received a university training and told me that he spoke a half dozen languages. He walks with a dignity that gives our clinic "tone" that might be found in the most expensive waiting-rooms of opulent and exclusive specialists.

There are two pneumothorax patients who have had "shots" for years; they have appointments on the same days and are always ready with a joke. They meet each other in front of the admission desk:

"Hello, old man, what you coughing about? Got T. B.? If you have, don't come near me."

Or to me, "Well, here I am to get 'blown up' for another week."

There are the dental patients who want more sympathy than they can get in the clinic, which is always so full of those waiting for their turns. To my horrified gaze they may open wide a mouth from which a dozen teeth, more or less, have just been extracted. And there are those who accommodatingly remove their plates from which several teeth may be missing, and those who display their laboratory specimens!

AMONG the hundreds of laborers (which I type on the cards as "lab") and truck drivers (I have room to record only "truck") there is an occasional professional man or woman. I almost give a whoop of joy when the card tells me that this person "writes stories" (one of the thousands of people who receive rejection slips?); that another is a minister (is it because he didn't minister to his flock enough that he has become a charity patient, or has he been disrobed, or have his parishioners forgotten that his salary is less than a thousand dollars a year and that he is partly dependent on them for supplying the food on his table?); or that this one is a musician (is he a trombone player who could not master the art of doing tricks with a brown derby on his instrument and thus become a modern jazz artist, or is he a man who can play only forgotten Viennese waltzes on an ancient violin?). The label of "artist" leaves much to one's imagination. Does he paint vivid and impossible birds-of-paradise on fire screens, does he do lettering, or is he a copyist from the Louvre who has strayed to America and found no museum with the voluptuous damsels he so delighted in painting?

These are questions and experiences that crop up in a day's work to break the monotony of a commonplace job. And not once have I been able to agree even remotely with the cohorts of acquaintances who say to me, "How depressing it must be to have dozens of sick people pass in front of you every day!"

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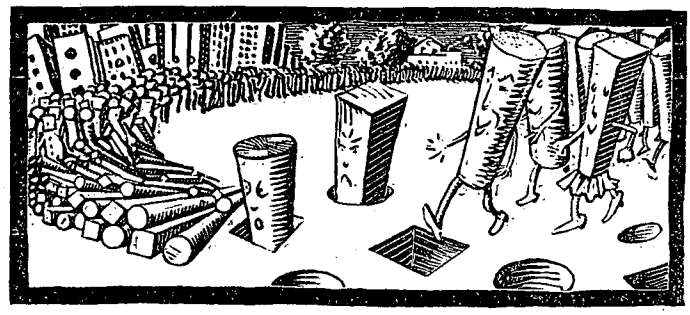

# SOCIAL PRACTICE

## Outskirts of Crime

EACH summer for seven years George B. Masslich, superintendent of the Chicago and Cook County School for Boys, has made an annual report which is concerned less with statistics than with his own interpretation of the experience that the year has yielded. Boys are committed to this school between the ages of ten and seventeen. The average age is fifteen. In school work the 400 boys last year ranged from first grade to second year highschool. The median grade was 7B. Only 6 per cent of the 400 had working papers. "It is significant," says Mr. Masslich, "that even if employment were easily available (which it is not), delinquent boys in Chicago are a school problem and not a work problem."

If this school is a fair index, Chicago's juvenile delinquency is a flower of the second generation. All but 3 per cent of the boys were born in the United States, 240 of them right in Chicago. But practically all of the parents of the white boys were foreign born, usually unable to speak English. More than half of the boys came from broken homes, and still more from homes rent with drunkenness and dissension.

All Mr. Masslich's observations lead him to the conclusion that the normal boy from the normal home, the boy who goes to school regularly, works steadily, and keeps good hours, rarely arrives at an institution for delinquents. To that institution come boys who have defied scoldings, beatings, warnings, and threats at home, boys who early became adept at outwitting the truant officer, at pilfering from push-carts and at tampering with slot machines, boys who have dallied for years on the ragged outskirts of petty crime. It is exceptional for a boy to be committed to the school for a single delinquent act. It may be his first serious offense, to be sure, but behind it stretches a long series of minor misdeeds that he has gotten away with. At long last when he reaches the institution he is, but for his age and the degree of his misdoing, a hardened offender.

## Ready for Trouble

NO soothsayer has been needed to warn New York social agencies that that hardy perennial, the homeless man, would blossom luxuriantly this winter on the Bowery. For months a committee of the Lower East Side Community Council, which includes practically all the organizations that deal with homeless men, has been seeking a procedure for coping with the inevitable. Little could be done about employment, it was agreed, when there isn't any employment. But at least a plan could be set up which would utilize all existing resources, to the utmost and which would help direct public emotion away from ill-advised and often demoralizing relief measures. Such a plan has now been agreed upon.

The plan calls for the formation of a Citizens' Committee appointed from among their board members by the agencies whose activities include work with homeless men. This Committee's first task would be to bring pressure on city officials to accept an increased degree of responsibility for sheltering and feeding the homeless. This could be done by modifying the five-nights-a-month rule of the Municipal Lodging House, by increasing its bed capacity, and by providing a midday meal to all comers. Such a city-run bread line, kept under shelter, would, it is believed, sharply discourage the private bread lines which pseudo-philanthropists set up last winter.

As a second step, the Committee would sponsor a Central Clearing Bureau where information on all agency resources down to the last empty bed would be pooled. This bureau would be given the widest possible publicity, with citizens in general and ministers in particular urged to send to it all applicants for assistance. From the Bureau the men would be sent to agencies which it definitely knew had the means to care for them. Agencies would themselves accept all direct applicants, but any surplus resources, specifically empty beds, would, hour by hour, be put at the disposition of the Bureau.

Finally the Citizens' Committee would undertake to find the money to enable every agency to expand its work for homeless men. "Practically every institution," said Elmer Galloway of the Bowery Y.M.C.A., chairman of the committee which evolved the plan, "could take care of more men if it had more money. For instance here at the Bowery 'Y' we must turn men away when our dormitories are full, though our kitchen and our employment and medical services could handle many more than they do. If we had the money we could hire beds in the lodging houses and feed and treat the men in our own building. Every agency represented on our committee is similarly situated. There is no need for new organizations. The existing ones, including the city, can with public support do the job."

The job, as it was revealed by census figures last April, counts up to 14,198 men, denizens of Bowery lodgings, missions and speakeasies and of the Municipal Lodging House. More than half of these men were born in the United States and were between thirty and fifty years of age. Eighty two per cent of them were unmarried and 73 per cent were listed as unskilled laborers.

## When Defectives Go to Work

AN experiment with mentally defective children of school age who, by a loop-hole in the law, are allowed to go to work, is reported from Connecticut. The Connecticut law keeps children in school until they are sixteen, but gives them their working papers at fourteen if they have completed the sixth grade. But a special dispensation of the State Board of Education may turn out at fourteen children who have shown themselves unable to reach or to complete the sixth grade and whose family situation requires them to begin earning. These children go out to make their own adjustments to industry, a process for which their mental equipment illy prepares them, and which frequently marks the beginning of a long trail of social and delinquency problems.

Believing that the school still owed these children something, two special-class teachers of New Haven undertook several years ago an experiment in following up a group of boys and supervising their adjustments to industry. It was a volunteer job done after hours.

Two years of this partial supervision yielded such abundant evidence of its usefulness that in 1927 the state director of special education allowed thirty boys of fourteen, to sixteen, their mental ages ranging from three to nine years, to go to work under the supervision of a full-time visiting teacher. As boys have dropped out on reaching the age of sixteen, others have been added. The supervision included family and employer adjustments and weekly interviews with the boys themselves. Ten months is the average period of supervision.

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In the three years that the plan has been in operation it has fully justified itself. A few boys have failed entirely to adjust themselves to the working world, but for the most part they have become fairly well stabilized in their habits and outlook by the time they reached sixteen and the end of the school's responsibility.

The experiment has yielded valuable by-products in increased knowledge of the kinds of work that can be done by young workers of low intelligence and in developing new lines of training which may become a part of the school curriculum.

## The Living Hand at Work

WHEN a social agency refrains for ten years from making a formal report on its activities, it should have something worth while to report. Seybert Institution of Philadelphia has, although perhaps the interest of its report lies less for the reader in the record of activities than in its picture of the way a trust fund that just barely escaped the clutch of a dead hand, has, under intelligent direction, been made into a vital community force.

Courtesy Seybert Institution

This trust or foundation is rooted deep in Philadelphia tradition. The clock tower and bell on Independence Hall which at midnight of July 3, 1876, first rang for the centenary of American independence, were the gifts of its founder, Henry Seybert, the son of an old and distinguished family.

Henry Seybert executed his will on Christmas Day, 1882, at the age of eighty-one. He died two months later. The will contained 161 specific bequests, 79 of them to educational and philanthropic institutions. It directed that the residue of the estate be used to build two institutions for "poor and neglected boys and girls." But in its somewhat detailed discussion of the working and purposes of these institutions, the will revealed that Henry Seybert's thought had gone beyond the limits of institutional care, though his imagination could not quite visualize any machinery to take its place.

And so at the end of his long testament he wrote: "I hope that my executors and trustees will respect any wishes I may announce—but I do not mean that such indication of my wishes shall control, but only that it shall guide and shape their action whenever their own judgment is not decidedly adverse." By these words Henry Seybert removed the dead hand from his bequest and made it a living trust.

In 1906, when the fund had accumulated to $1,000,000 the trustees began work. It has now grown to about $1,500,000. A study quickly revealed that Philadelphia already had an oversupply of long term institutions, but had several serious gaps in its child-caring work.

And so the Seybert Institution embarked on its career of meeting the needs of children in a changing world. It opened a short-term institution and closed it when its usefulness ceased, it experimented courageously, and courageously admitted such mistakes as it made, it prompted cooperative effort and coordinated service, it gave financial help to struggling organizations, and once they were on their feet passed that help on where it was more needed.

In 1920 Seybert Institution focused its attention on a definite program for the decentralization of child-care. Since then it has itself cared for some 1433 children in foster homes, and has steadily lent its support to small agencies with high standards of case work engaged in the same undertaking. As a living trust, malleable under enlightened leadership, it has generously encouraged sound community causes which impinged in any way on its own major project of child-care.

## Down But Not Out

THE Family Welfare Society of Queens, which was obliged to close its doors last August, is making an effort to reopen them. Since its organization in 1923 the Society has had an unremitting struggle. Attempting modern social work practice in the largest borough of New York City, it found itself faced with a complication of urban, suburban, and rural problems, and with a public unprepared to support it. Its 117 square miles of territory, though a part of New York City, was in reality an agglomeration of some sixty different communities ranging from small industrial cities to remote country villages, all panoplied alike with traditions, prejudices, and jealousies. The recent influx of population from other boroughs aggravated the Society's burdens and the unemployment situation added the last straw.

Since it closed its central office in August the Society has operated in one district only, closing its cases as rapidly as possible. It has continued its administration of funds allotted to it last year by the New York Times and Evening Post Christmas campaigns.

Officers of the Society are now making a renewed effort among business and industrial leaders to raise enough money to resume in-take in November. It is not proposed, however, to attempt work on a borough-wide scale, but to limit it to a few communities most in need of assistance, extending it to others as local support can be developed.

## Training by Mail

CASE workers in California may brush up their training with a two cent stamp. The University of California has launched a correspondence course in the fundamentals of social case work which it offers to those already professionally employed. The course is designed for family welfare workers, probation and attendance officers, and others in districts where training opportunities are limited or non-existant. It consists of eight sections, each in the form of an extensive presentation of its subject, with a supplementary list of detailed and general questions.

The subjects include: History of Social Case Work, Public Social Work in the State of California, The Social Case Work Process, Recording, Interviewing, Cooperation with Other Agencies, Material Relief, The Family.

The course was prepared by Martha A. Chickering of the University with the advice and assistance of experienced social workers throughout the state.

## Twenty Years in Review

THE progress in two decades in the care and treatment of the blind, will be reviewed at an International Conference on the Blind to be held in New York the last of April. The Conference is a joint effort of the American Association of Instructors of the Blind and the American Association of Workers for the Blind. Robert B. Irwin is chairman of the American committee. Through the Department of State, twenty-two European countries are being invited to send official representatives to the Conference. A fund, raised largely in the United States, will ensure the presence of a considerable group of workers of outstanding professional achievements.

The plan of the Conference includes a three-day program, followed by a week's tour to nearby cities to observe institutions and activities. The Conference will then reconvene in New York for two days of summing up and comparison of notes.

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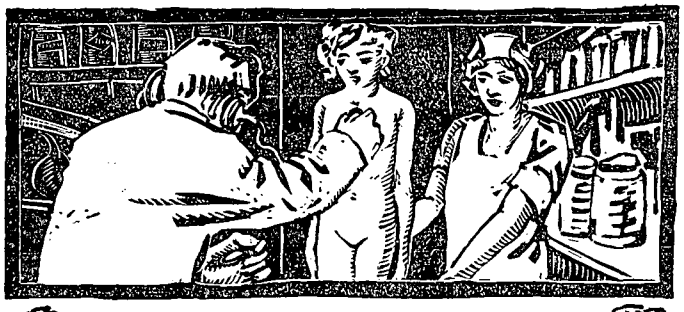

# HEALTH

## School Marks and Health

FROM Germany comes the report of a study by Dr. Hermann Paull of 1400 children between the ages of six and fourteen who had failed at some time to be promoted. In each of sixteen age groups into which they were divided for the study, these "repeaters" were found to be inferior in weight and height to children who were non-repeaters. Social study revealed that only a few were from very poor homes. In another study Dr. Paull divided 1500 school children into three groups according to their marks and found that the group with the best marks contained the largest number of children with height and weight above the average and that among those with the lowest marks the majority were below the average in these particulars. From these and earlier investigations he concludes that there is a relationship between a child's physical development and his mental condition.

An American study reported in The Journal of Juvenile Research (Vol. XIV, No. 2, p. 114) offers somewhat similar ammunition for school health campaigns. The investigators, Marjorie Nichols and A. S. Raubenheimer, of the University of Southern California, made an intensive study of 136 girls in a Los Angeles high school who were from eleven to thirty-three pounds underweight and suffered as well from other physical handicaps. A third of these carried the regular highschool routine. A third were enrolled in a special nutrition class, with mid-morning milk, special instructions in nutrition, and a daily rest period, and were excused from all extra school activities. The last third followed the same regime, and in addition kept a voluntary daily health record covering a twenty-four hour schedule. The investigators concluded from the records that even girls badly handicapped by serious structural or functional defects would gain in weight on a restricted highschool routine thus supplemented; that there was a general tendency for scholarship to improve as weight increased and general health improved, a tendency more definite in the younger girls than the older; and that the group most handicapped physically showed the greatest number of failing grades, a poorer quality of scholarship, and the least improvement in scholarship.

## A Good Year for Babies

THOUGH some American activities sailed into troubled waters in 1929, the business of saving city babies found that year a gratifying success. The deathrate among infants in 720 cities of the Birth Registration Area, according to the compilation of the American Child Health Association (Statistical Report of Infant Mortality for 1929) was 66.2 per 1000 live births, the next lowest rate on record and 2.1 points lower than that of the preceding year. The importance of choosing one's residence during the first year of life is clear from the variance of the rates. At the top end of the scale, were cities where 150 babies per 1000 born alive died before their first birthday; at the more cheerful end, especially in the Pacific coast states of Washington, Oregon, and California, cities where rates in the fifties or below are almost the rule. Five of the ten largest cities of the country bettered the average of 720. New York and St. Louis tied for first place in this group with a rate of 59, while Chicago had 60, Cleveland 61, and Philadelphia 62. Though the large cities tended to do better than the average, it was in three townships with populations in the 10,000 to 25,000 population class that the best records of all were made: Winthrop, Mass., and Wallingford, Conn., each with a rate of 17, and Northbridge, Mass., with the lowest of all, 15.

For health workers in this country as well as abroad there is special interest in a recent publication of the Health Organization of the League of Nations, Memorandum Relating to the Enquiries into the Causes and Prevention of Still-Births and Mortality during the First Year of Life. The present publication is concerned with studies in Austria, France, Germany, Great Britain, Italy, Norway, and The Netherlands. Further studies are contemplated or under way in other European countries, South America, and Asia. "Since the method employed enables the relative importance of the different medical, social, and health factors influencing infant mortality to be estimated," the memorandum declares, "it should greatly assist the various health authorities in determining the causes of infant mortality in their country and deciding upon the most suitable means for its prevention. The data, which will be available for all countries, will finally make it possible to formulate an international doctrine regarding infant mortality and its prevention." Copies of the memorandum may be obtained from the World Peace Foundation, 40 Mt. Vernon St., Boston, Mass.; price 80 cents.

## Poverty and Pellagra

THAT pellagra at its worst in Italy in the 1880's was not as menacing as it is in North Carolina today, is asserted by Dr. G. M. Cooper, director of health education for the North Carolina State Board of Health in a recent issue of the official publication, the Health Bulletin. Elsewhere Dr. Charles Laughinghouse, state health officer, has been quoted as saying that there are probably twenty thousand persons in the state suffering from the disease, and that this year will see twelve hundred deaths from pellagra. In two weeks of July alone, 523 new cases were reported. Pellagra is typically a "poverty disease" associated with a deficient diet. A recent announcement from the American Federation of Full Fashioned Hosiery Workers points out that continued depression in the mills, in cotton, and in agriculture generally has reduced workers in that state to mere subsistence on cornmeal, fat back, and beans.

Pellagra can be prevented, Dr. Cooper declares, by a diet including dairy products, fresh vegetables, and lean meat. He urges the appointment of a special pellagra commission in every county, including a committee from the county medical society and one from the women's clubs to act with the county health officer, the county physician, the home demonstration agent, the county welfare officer, and superintendent of schools. Such a commission would be responsible for locating pellagrins, seeing that they received medical attention, and supplying milk and vegetables when the patient could not afford to buy them. In addition, brewers' yeast should be supplied for persons suspected of having the disease. During the last thirty years Italy has all but eradicated pellagra by measures improving the social and economic conditions, and hence the dietary.

## For Better Boards

OUT of a wealth of experience and with benefit of extensive and able advice, a committee of the National Organization for Public Health Nursing has compiled a most useful Board Members' Manual, just available in its published form (New York: The MacMillan Company, price $1.25). It is intended

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to serve as a handbook of reference for boards of directors of non-official public health nursing organizations; to suggest methods of administration adaptable to various types of public health nursing service; and to guide newly elected members through the months when the traditions and principles of public health nursing are being absorbed." As George E. Vincent says in the introduction, "Board members are not necessarily congenitally and automatically endowed with capacities and aptitudes for their duties."

## Making Camp Count

FOLLOWING up summer camp children after the season is over, is part of the program adopted by the Yonkers (New York) Charity Organization Society in order to make the most of the health gained by the children who could be taken. During the past ten years the society has moved steadily away from the old idea of an "outing" to the conception of a camp as a health service. Children are selected because of their physical needs. Since 1927 the period at camp has been four weeks, instead of two, since careful study of gains in weight and general health showed that the greatest improvement came after the initial two weeks. Special fresh air clinics are held in the spring, because the kind of service desired could not be obtained from the ordinary clinics. It is hoped thus to accomplish not only the Society's own aim—a really thorough physical examination—but also to influence the routine of regular clinic practice. Corrections are followed up before the camp period and after. The winter follow-up also includes the organization of nutrition clubs, held under the leadership of the nutrition worker of the Yonkers Tuberculosis and Health Association, to which the parents of the children are invited to maintain their interest in weight gain, proper feeding, and so on. For a number of years the eighteen agencies to which the C.O.S. offers this health service, have wished that they might get a better understanding of their children through the four weeks' camp period. This year, at the invitation of the fresh air committee, Dr. R.R. Williams, psychiatrist at the Children's Village, volunteered his service as leader of a round table to help camp counsellors deal with shy or difficult children. It is hoped another year to have more frequent sessions and possibly to include on the staff a counsellor with psychiatric training.

Courtesy Better Health

## Children on Crutches

IN New York, as elsewhere, there are classes for crippled children in convalescent homes, hospitals, and the public schools. Buses maintained by the Department of Education take the children from the schools to and from their homes. Last year some 2700 handicapped children were registered in the special classes. Because their problem is largely one of health, supervision and administration of the special classes is in charge of a physician of the Department of Health. In addition to the sessions in school, which are aimed to provide a thorough system of health care coordinated with the usual instruction, last year's budget provided for 582 sessions for after-school care and recreation. Nurses from hospitals and other agencies cooperate with the Department to provide physiotherapeutic treatment in many schools. For bedridden children there are special teachers who go to their homes for an hour and a half three times a week to give instruction in the elementary, and sometimes in highschool and vocational subjects. Forty of the 65,000 diplomas given out last June by the New York schools, went to children who had gone through the grades in bed. Medical and nursing service is provided, which often makes it possible for these children to improve so as to be able to join the special classes in the schools; last year 138 "graduated" from bed to special class, and each year many are enabled to leave the special classes to go into the regular grades.

In Boston the Children's Mission to Children maintains an unusual service for sick and crippled by arranging for foster home care when a child is able to leave the hospital but has a home in which he cannot be treated properly through convalescence. The picture above is of "Tony," motherless and with a father who worked all day. An automobile, a broken leg, a hospital bed—and then what until he was off crutches again? A special foster home for hospital children, with transportation to and from the hospital for treatment, solved the problem until he was able to jump again and until home conditions provided supervision while his father was at work.

## A Thousand Visits a Day

THE agile young person below strides across the cover of one of the most attractive reports of the autumn, that of the pioneer Visiting Nurse Service administered in New York by the Henry Street Settlement. Within, in a few pages decorated with other telling silhouettes (see page 73 of this issue for another example), appears not only a summary of the varied and far-reaching services of the Henry Street nurses in 1928-9, but also a primer in concrete and vivid terms of what a public health nursing organization can mean to a great city. Through these two years the Visiting Nurses averaged 1000 visits a day. Each visit costs the organization $1.15; the patient pays all or part or nothing according to his ability. Beyond the general service, there is the more recently organized appointment service, which brings a nurse at a stated hour and costs the patient $2.00 for the first hour and 50 cents for each additional twenty minutes of her time. In a foreword Lillian D. Wald, founder of this Service and of public health nursing in America, cites the fields of usefulness opened up or expanded since the last report two years ago: among the former, a greater understanding and use of the principles of mental hygiene (see The Survey, September 15, 1929, page 604) now under the direction of a special mental hygiene supervisor; and for the latter, the advance in the development of maternity care. During this period the Henry Street nurses have cared for 43,102 mothers and babies, the largest number cared for this manner by any single organization in this country, taking them through the cycle of prenatal service, attendance at delivery, and post-partum care which starts the baby as he should go and protects him as a growing child. The deathrate of American mothers from causes associated with childbirth ranks highest among the twenty countries recorded by the Federal Children's Bureau. While in 1928 and 1929 the maternal deathrate in New York City was 5.1 per 1000 live births, the rate for mothers under the care of these nurses was 3.7.

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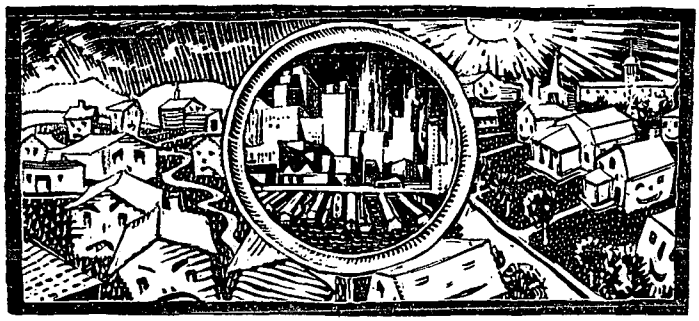

# COMMUNITIES

## Preventive Policemanship

THERE was great interest last January when the New York Police Department established a Bureau of Crime Prevention to work out methods of preventive policemanship. The recently issued semi-annual report of the Bureau, summarizes its activities during the first six months of its existence. It is, of course, chiefly concerned with youthful offenders whose criminal sproutings can most easily be destroyed; the conversion of gangs into boys' clubs is an old expedient of social workers, but in the Crime Bureau we find police officers adopting it in place of the old "arm of the law." The report describes two cases. In one, the head of a settlement house complained to the Bureau, of a gang of boys, once settlement members but expelled for disorderly conduct, who still continued to annoy the house. The Crime Prevention officer set out to learn to know the boys informally, and when this had been accomplished, he aided the re-formation of the group into a settlement club, which was very successfully accomplished. In the other case, the principal of a public school consulted the Crime Prevention officer about the high number of boys in his school who were charged with juvenile delinquency. The officer organized a unit of the New York Junior Naval Militia and invited all boys in the district to join. Business men of the section donated uniforms for those who could not afford to buy them.

Now when any acts of juvenile delinquency are reported in that district, the boys' parents are visited and are informed of the advantages of having their boys linked up with some constructive activities.

## Prevent and Reclaim Blighted Areas

THAT new blighted areas are preventable and that such as now exist can often be rehabilitated by skillful planning, is the contention of Harold Bartholemew, well-known city planner. In a stimulating and thought-provoking address delivered before the recent convention of the National Association of Real Estate Boards, Mr. Bartholemew analyses the influences that produce blighted areas in cities, and indicates corrective processes. While pointing out that generally blighted districts are not the result of a single dominant influence, he enumerates the chief causes as follows: inadequate utility services, inaccessibility, lack of homogeneity, obsolescence, decentralization, and character of tenancy.

The first cause—failure to provide adequate utility services—resulting as it does in blighting of property before actual occupancy, can be prevented by controlling premature and unwarranted land subdivisions. Such foresight is imperative, for to revive an area blighted before development, is a long and tedious process. Blighting of a district due to its inaccessibility, lends itself more easily to correction. Usually such deterioration can be forestalled by a careful study of the probable needs of a new town or district in relation to the probable population, intelligently designating land for various uses. As the city's needs grow, a business center which has become inadequate, if originally properly located need not be deserted. Often it can be expanded. Furthermore, new street widenings and new openings, increased facilities for transportation, in conjunction with a general plan, can be resorted to to prevent or reclaim blighted areas. Zoning will ameliorate or prevent blighting due to lack of homogeneity, though zoning must not be regarded as a cure-all. In fact, if not carefully exercised, zoning may have a harmful development, as often "the larger the area of the original homogeneous development the better are its chances for preserving its character and value." If there is a threatened invasion of a specific locality for inappropriate uses, action on the part of a large number of property owners based on a mutual community, is advised. Obsolescence is a cause that needs heroic measures to combat. Buildings have a limited life, and new designs and construction should be welcomed. However, we should be "capable of so regulating the processes of transition as to avoid wanton waste and abandonment of areas" simply because of the existence of antiquated structures. This brings Mr. Bartholemew to the fifth cause of blighted areas—unnecessary decentralization. If new areas are constantly being thrown on the market regardless, somebody's property is bound to be idle. Therefore, within reason the physical area of cities must be limited. Referring to the character of tenancy, regarding it perhaps as a concomitant rather than a cause of blighted areas, Mr. Bartholemew merely points out the dangers without suggesting a definite remedy.

No matter what other instrumentalities are used to prevent or reclaim blighted areas, Mr. Bartholemew tells us a *sine qua non* is the power of condemnation exercised by the appropriate public authority. In the last analysis, however, the problem calls for neighborhood organization and municipal cooperation, chiefly through city planning activities.

## The Newest Cooperative Apartments

WHILE conferences of many different individuals and organizations throughout the country—official and otherwise—are discussing ways and means to provide better housing facilities at moderate costs to the consumers, a consumers' cooperative in New York City offers one answer to the problem—an answer which should indeed give food for thought to all interested. On September 13 the corner-stone of the Consumers' Cooperative House built by the Consumers' Cooperative Services, Inc., was laid, marking the completion of the first cooperative housing plan to be sponsored by a cooperative organization which is carrying on other cooperative enterprises. Already 80 per cent of the apartments are sold. The rest are to be rented with the option of buying. Here in a modern sixty-seven-apartment house, land and building costing $660,000, located in the Old Chelsea district of Manhattan, desirable apartments are offered at cost, plus a certain monthly charge to cover operating expenses. Although,

Courtesy The Cooperative Crier

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the tenant will receive no direct return on his original investment, regardless of the success of the undertaking, if such interest were added to the monthly operating charge, it is estimated that the total would be from 25 to 50 per cent less than current commercial rentals.

Though cooperative housing is not new in the United States, in several respects this project offers a new approach to the subject. This house is situated in a central metropolitan area, unusually convenient to the tenants' places of business, where commercial rents are correspondingly expensive. In this instance, the tenant-owners take no financial risk, the parent organization retaining ownership of the house. Apartments are not sold but leased on a fifty-year basis to the tenant organization, which, through the purchase of mortgage bonds, has supplied but 28 per cent of the cost of construction—an amount considerably lower than customary in cooperative housing ventures. This financial set-up illustrates the advantage of affiliating such a project with a parent cooperative organization, provided, of course, the latter is sound and well-managed. In this instance, there seems no doubt that this is the case.

## Tomorrow in New Orleans

IN New Orleans a group of young business men has organized on the theory that real civic interests are better promoted by a study of actual conditions and problems than by undiscerning "boosting." The group came together for informal discussions under the leadership of Walter Parker, economist for a New Orleans brokerage firm. It soon expanded into a more formal class of fifty members to study the economic and social problems of New Orleans, such as flood control and Mississippi markets, but leading naturally, of course, to those of the South, the United States, and of the world. The members of the class, men from twenty-five to thirty-five, are drawn from among those fledgling business and professional men who, for better or worse, will become the leaders of the city, during the next ten or fifteen years. Recognizing this, the aim of their present studies is thus expressed by the chairman of the group, William Eno de Buys:

> The ultimate purpose of our studies is to qualify members of the Young Men's Business Club to assume the responsibilities of civic and economic leadership in New Orleans. Older men, as a rule, have become accustomed to an inherited or existing economic environment. They prefer, as a rule, to avoid fundamental changes. Younger men with their way in the world yet to be made, desire the most wholesome and perfect economic opportunities possible. You can never get them without knowledge, understanding, and a reasonably adequate idea of a new program to supplement or supplant the old. . . .
>
> The key to the whole movement, as we see it, is the need for enterprising, fully informed, young-man leadership material in any American city today. We are trying to train ourselves and inform ourselves so that when our time comes we will be equipped to do decent work for our city. Our group has no intention of taking direct action, or of attempting to apply solutions to problems as a group.

## A Look Ahead in Recreation

WHETHER or not the recent report of the committee headed by the city's comptroller and appointed by the Mayor of New York to study the question of providing added and adequate public recreation space is adopted in toto, its very existence is to be welcomed, for it comprises a comprehensive survey of past endeavors, present day conditions, and forward-looking recommendations. Under the scheme outlined, the 7.08 per cent of the area of New York today given over to recreation space, would be raised to 9.04 per cent. Almost four thousand acres would be added for this purpose; there would be one acre of recreation space for every 498 persons—a situation approaching modern, enlightened standards. Involving an expenditure of $57,716,506. ($38,763,326 for playgrounds and $18,953,180 for parks), the report is not considered visionary, and has received widespread approval from civic bodies interested primarily in such matters. And it might be mentioned, inasmuch as $25,000,000 was actually authorized last spring by act of legislature, for park and playground purposes, a proposal involving little more than twice that sum, though daring, does not sound unreasonable. Of as great significance as the proposed increase in area, is the change recommended in the method of financing the city's park program. At present the area benefited may be assessed only when the property has been acquired by condemnation proceedings and not by private purchase. As land can often be acquired more cheaply through private negotiations, it is recommended that regardless of the method of purchase, benefited property be assessed and thus contribute to the necessary expenditure involved. While setting up correct principles, at the same time the report includes actual plans and concrete and feasible proposals, accompanied by maps, which should serve as a guide for future administrations.

Perhaps at this time especially, it is interesting to note that during the Walker administration nearly three thousand additional acres of land have been converted into public parks and playgrounds.

## Cosmopolis

ON November 2, Cleveland will begin the second season of its Theater of Nations sponsored by the Cleveland Plain Dealer. Cleveland is one of the most cosmopolitan of American cities, and for years each nationality in the city has fostered drama groups presenting worth while productions in their own tongues; the Theater of Nations, which had its birth last December, has been a reaping of these diverse cultures. During the winter of 1929-30 the theater presented twenty-two productions which were participated in by twenty-nine nationality groups. The Plain Dealer financed the undertaking, engaging the Little Theater of Cleveland's Public Auditorium, and in several instances the larger Music Hall of the Auditorium. A "master set" of scenery, adaptable for almost any stage need, was also provided. Proceeds from each performance, were turned over to the participating national group. The Plain Dealer carried on the routine management of the Theater, with an advisory committee representing thirty-six national groups, of which the city recreation commissioner was chairman. The series opened with the Syrian-American Club's presentation of The Robbers by Schiller, and closed with the Italian Tosca. Only two performances, the Irish and the Negro, were given in English. One performance was an international night of groups too small to justify an entire production apiece: Hindu, Russian, Dutch, English, Bulgarian, Welsh, Armenian, and Chinese. Twelve hundred and eighty-nine people actively took part in the performances and an attendance of twenty thousand was recorded during the course of the series. With the great success of this first season, the nationality groups have entered enthusiastically into plans for the coming year. Full information is available from Julius C. Dubin, director of the Theater of Nations, Cleveland Plain Dealer, Cleveland, Ohio.

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# INDUSTRY

## California's Middle-Aged

A SUMMARY of maximum hiring age limits among California employers and a roster of the employers who are "openly opposed to maximum hiring age limits," are included in the second bulletin on "the problems of men and women in the state who find themselves jobless because of their ages and in spite of their mental and physical abilities to perform useful labor," published by the Department of Industrial Relations (State Building, San Francisco). The bulletin is based on 2808 confidential reports from California employers of whom 306, 11 per cent, have maximum hiring age limits and 2502, 89 per cent, do not. These 306 employers, however, had on their payrolls on March 30, 1930, 208,936, 39 per cent, of the total of 534,608 employes reported by the firms cooperating in the study. In other words, "maximum hiring age limits are more frequently found in establishments having large numbers of employes." Following out the proportions revealed by this inquiry, the bulletin reports that "probably about two fifths of all California workers are employed in establishments having such age limits."

Technological unemployment, business mergers and consolidations, industrial pension plans, and prejudicial personnel policies are among the causes for the existance of maximum hiring age limits brought out by this study.

Will J. French, director of the Department of Industrial Relations, states in an introduction to this report:

> If the distant clamor for the lowering of the age limits to which state old age pensions apply is not to become more articulate and insistent, it will be necessary for management in industry to solve the problem of middle-aged and older workers who are prematurely relegated to the industrial scrap heap. . . . Ample and corroborative testimony by California employers of labor is included in this bulletin to emphasize the worth of persons past middle life in industrial and commercial enterprises.

## First Aid for Textiles

MEASURES to cut down unemployment and increase efficiency in the textile industry were recently recommended by both employing and employed groups. At the convention of the United Textile Workers of America, affiliated with the A. F. of L., the thirty-hour week was endorsed in principle, though it was decided to attempt first to establish the forty-eight-hour week in all textile areas, to equalize conditions in northern and southern mills. The convention also voted for union participation in scientific management of the industry, to eliminate the "stretch out" and "specialization" systems, and to aid employers in reducing waste and cutting overhead. The agreement between the U. T. W. local and the management of the Naumkeag Mills was cited as a model compact between labor and capital (see The Survey, January 15, 1930, page 466).

The elimination of night work for women and minors in the cotton mills of the country was recommended in a resolution adopted by the executive committee of the Cotton-Textile Institute, Inc., last month. The membership of this committee represents both the New England and the Southern textile areas. Under this recommendation, the mills would end work for women and children under eighteen between 9 P. M. and 6 A. M. "as soon as possible and not later than March 1, 1931." A statement issued by the Institute explains that:

> The employment of women and minors at night was widely adopted in some sections of the industry during the World War to meet an emergency demand. In recent years there has been a growing sentiment in opposition to the practice.

## Safety Values

NOT in human suffering but in cold dollars and cents, the high cost of being careless is indicated in a recent statement issued by Frances Perkins, New York state industrial commissioner, on the number of compensation cases closed in New York during the year ending June 30. In this period, the Department of Labor made closing awards of compensation in 109,848 cases where workers were killed or injured on the job. The final compensation awards for these industrial accidents amount to over thirty-five million dollars.

A more heartening record is the statement of the forty-six million dollars saved by being careful, recently issued by the National Society for the Prevention of Blindness (Publication No. 62. Price, 15 cents. 370 Seventh Avenue, New York). For two years this organization and the National Safety Council have kept a record of the number of workmen's goggles broken or spattered by molten metal or corrosive chemicals in 583 industrial plants. They thus arrive at the conclusion that by this one safety device the eyesight of 7411 workers was saved from serious impairment or destruction. The direct saving the reports puts at $28,000,000, of which $18,000,000 would have been paid by employers as compensation, and the other $10,000,000 would have been lost by the workers as the difference between wages and compensation. By some really high-class figuring of losses to the individual and to the community from serious injury or permanent disability of these 7411 industrial workers, the report reached the good round sum of $46,000,000 saved to society through one safety measure.

## Bat'a and the Five-Day Week

HENRY FORD'S forty-eight-hour week, spread over five days of nine and a half working hours, is to be tried for the first time in Central Europe—at the great shoe factory at Zlin where so much industrial pioneering has been done since the war (see The Survey, March 1, 1930, page 623). Bat'a's works now have twenty-two thousand workman, produring one hundred thousand pairs of shoes a day. The innovation has been established, it is reported, without interfering with the policy of increasing workers' wages and continuing the reduction in the prices of the manufactured products from which American as well as European consumers have profited. The management and also the workers expect that even better results will be achieved as the result of giving the workers greater facilities for open air, rest, and education. Bat'a workmen will now have 104 free days annually, in addition to legal holidays. The firm has a number of factories in states where prohibitive tariffs do not prevent extension. If the new working schedule is successful at Zlin, it will be extended to those other plants. Management feels that the technical problems involved in running the factory on a five-day week had been isolated and satisfactorily solved before the plan was put into effect.

## The Census and Women Workers

THE number of women wage-earners in this country has risen from 8,500,000 to 10,000,000 in the last decade, according to the first returns from the 1930 census, recently given

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out by William Steuart, director of the census bureau. This is more than 25 per cent of all the women in the country between the ages of sixteen and sixty-four. In addition to these wage-earners, the census shows that there are about 23,000,000 housewives who keep their own homes, and who for the first time are given an occupational classification as home makers. Mr. Steuart estimates that about one-half the women wage-earners are engaged in the production of tangible goods, the others are engaged in service occupations of various kinds.

Drawing by William Siegel for The Advance

The Bureau of the Census has recently issued an invaluable reference volume, Women in Gainful Occupations, 1870 to 1920, showing the trend in the changes in the numbers, occupational distribution, race and nativity and family relationships of women reported in the census in the last fifty years as following a gainful occupation. (Superintendent of Documents, Washington. 416 pp. Price, $1.50.)

## Human Relations in Industry

THE influence of the current situation on the development of civilized industrial relations is to be canvassed by employers, employes, engineers, and economists at the second triennial congress to be held by the International Industrial Relations Association (I. R. I.) at The Hague in August 1931. Officially, the subject of the congress is The Dependence of Satisfactory Human Relations in Industry Upon the Scientific Adjustment of Economic Resources, Production and Consumption. The announcement of the congress issued by the council of the I. R. I. at its recent annual meeting at Geneva, points out that:

> In a world of enlarged economic resources, groups of industry, whether conceived as employer-employe, labor-capital, producers-consumers, are prevented from functioning normally, that is human relations in industry are not satisfactory.

Among the questions which the congress will explore through reports and discussion are: Can the methods of science be utilized to achieve balance between resources, production, and consumption? Can science be substituted for casualism in developing economic policy?

## Getting Ready for Boston

WHAT the A. F. of L. convention will talk about may be fairly forecast by what is talked about at the pre-convention meeting of the A. F. of L. executive council. But what the emphasis at Boston this week will be, and where the "old-fashioned scraps" will center, depends rather on general and local conditions and on union politics. At the recent meeting of the council at Atlantic City, the use of the injunction in labor disputes was selected as the chief business to come before the convention. State conventions and the labor press, however, indicate that compulsory unemployment insurance will be the storm center of the gathering. William Green, A. F. of L. president, recently announced himself as unalterably opposed to the principle of compulsory insurance. Certain state groups, notably New York, have gone on record as favoring the extension of the workman's compensation principle to the hazard of unemployment. Other questions on which organized labor is likely to "take a stand" at Boston include immigration, exploitation in the Rocky Mountain sugar beet fields, and Southern organization.

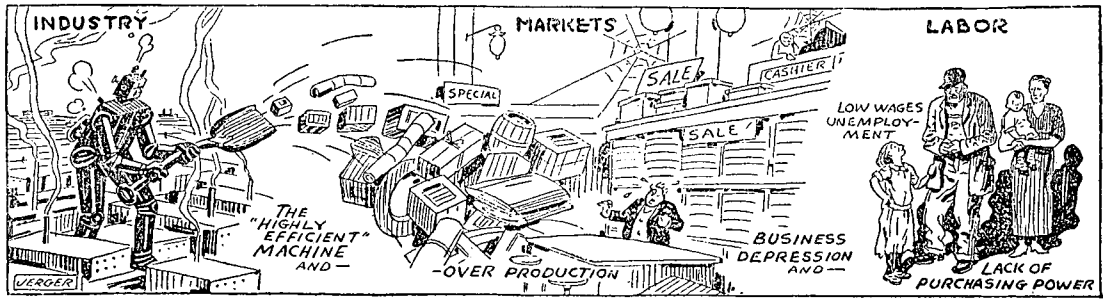
## Meeting Unemployment

IN Canada, the Bennett goverment has voted a twenty million dollar fund for the relief of the jobless. The forty-sixth annual convention of the Trades and Labor Congress of Canada devoted most of its time to unemployment and drafted a four-fold program: a national system of unemployment insurance; restriction of immigration; establishment of a shorter work day and the five-day week; extension of the powers of the National Research Council to enable it to study unemployment.

At the recent meeting of the International Association of Public Employment Services, in Toronto, the seriousness of the present situation, characterized as the worst since 1920-21, was stressed. That unemployment insurance was inevitable in some form was the opinion of the delegates.

The Conference for Progressive Labor Action (104 Fifth Avenue, New York) has drafted two model bills "for the guidance of labor and liberal groups who may be planning the introduction of unemployment insurance legislation in their respective states during the coming year." The first bill provides that unemployment insurance is to be a charge on industry, employers contributing to the fund a percentage of the payroll based on the unemployment rate in their establishment. Unemployed workers would receive from 40 to 60 per cent of their prevailing wage, the amount varying with the number of dependents, for not more than twenty-six weeks in any one year. Any worker for whom contributions have been paid in for a period of fifty-two weeks (not necessarily consecutive) would be entitled to insurance. The fund would be administered by a bureau of the State Department of Labor, assisted by a board appointed by the governor, consisting of two employers, two representatives of labor, and one of the public. The second bill sets up a Federal fund, with an initial appropriation of $100,000,000, out of which the U. S. Department of Labor may pay annually to any state establishing a satisfactory unemployment insurance scheme the equivalent of one third of what the state fund expends for this object.

The current quarterly issue of The American Labor Legislation Review carries fourteen articles on various phases of unemployment. In the leading editorial, John B. Andrews points out the futility, as a remedy, of our American "dole" of public and private charity, and pleads for "an American plan for unemployment prevention and compensation."




Jerger in the Locomotive Engineer's Journal

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# EDUCATION

## Adult Education on the Campus

NOT the University of California itself but the Adult Education Division of the State Department of Education was responsible for the adult education section of the recent summer session at Berkeley. Edna Stangland, chief of the Division, planned the program, though teachers were invited by the university authorities, who thus put their seal of approval, so to speak, on the plan. The activities of the adult education section were localized so far as possible. All the classes were held in one building, and as many students and instructors as could be accommodated were housed in Hansford Hall, the center of all extra-curricular adult education activities. The courses offered were: public opinion and adult education; controversial problems and adult education (an attempt to develop discussion group leaders); aesthetics and adult education; parental education; methods of teaching English to foreigners; demonstration of the discussion method. One of the instructors writes us:

> It was very evident to all participating in the adult education division of the summer session that the university as a whole and even the education department of the university, considers the movement an experimental one. It must establish its case more completely than it has, before it is given unqualified recognition by the established institutions of learning.

In a bulletin just published by the Office of Education (U. S. Department of the Interior, Bulletin, 1930, No. 10. Price ten cents. Superintendent of Documents, Washington), L. R. Alderman, specialist in adult education, summarized the work being done in this field by 443 institutions which had some form of extension work in 1928-9.

## "What Is There To Be?"

ORGANIZED a year ago to contribute to the vocational guidance movement research material on which youth may intelligently answer the important question, "What shall I be?" the Institute for Research (577 South Dearborn Street, Chicago) is now prepared to render a two-fold service within its field. A series of fifty-two monographs have been outlined, of which a dozen or more are ready. Each monograph describes with satisfying detail a profession or vocation, the extent and cost of training, opportunities at the start, ultimate opportunities, personal qualifications necessary, possibilities for the "average" person and for the specially gifted, a typical day's work. Thus, in the booklet on music, the trials and rewards of the neighborhood music teacher are stated quite as fully as those of the opera star. Due emphasis is given to the opportunity for public service in each line of work—the career of the public health doctor, the school dentist, civil engineers in government service, and so on. The Institute also maintains a clearing house of vocational research, to furnish further information on these fifty-two careers on request. It offers its service to schools and colleges and also to parents. John A. Lapp, head of the department of social science at Marquette University, is the editorial director. Other members of the editorial board are George F. Zook, University of Akron, Paul H. Douglas, University of Chicago, Robert L. Cooley, American Vocational Educational Association, Charles A. Prosser, Dunwoody Institute.

## Wisconsin's New Plan

WITH the Experimental College blazing new trails across the campus, the College of Letters and Science of the University of Wisconsin has adopted curriculum changes designed to raise scholarship standards, particularly in the two upper classes, and permit qualified juniors and seniors to work independently. An incidental result of the plan will probably be a sharp drop in the enrolment, through the exclusion of "unqualified" students in the last two years. The changes were drafted by a faculty committee headed by Professor Carl Russell Fish, and were adopted by the faculty and approved by the Board of Regents. The plan calls for experimental working out of standardized highschool tests "for the purpose of determining aptitudes and scholastic promise." It sets up a faculty committee and a cooperating student committee "on the curriculum and the methods of instruction for the first two years." It permits the student who has proved his capacity for independent work to pursue his major study during his last two years under an adviser and freed from class require-

## In Small Compass

A SELECTED LIST OF BOOKS FOR PARENTS AND TEACHERS, *compiled by the Parents' Bibliography Committee of the Child Study Association of America, 221 West 57 Street, New York. Price 20 cents.*

A supplement to the list, published in 1928, giving the more significant new titles on adolescence, education, family relationships, vocational guidance and kindred topics. There is a special section for leaders of parental education groups, and an index.

ANALYSIS AND EVALUATION OF THE LEARNING SITUATION IN A CLASSROOM, *by David H. Pierce. New York University, Washington Square East, New York. Price 35 cents.*

A score card with explanatory manual to be used by the superintendent, principal, supervisor or teacher from kindergarten through highschool "in evaluating the classroom situation."

THE BETRAYAL OF OUR PUBLIC SCHOOLS, *by Emil O. Jorgensen. Education Protective Association of America, 1344 Altgeld Street, Chicago. Price 50 cents.*

"An open letter to the officers of the National Education Association protesting against their action in ruling out of the schools the propaganda of the radical, liberal and reform organizations, while admitting into the schools the propaganda of the 'power trust' and other special interests."

WOMEN AND ATHLETICS, *compiled by the Women's Division, National Amateur Athletic Federation, 370 Seventh Ave., New York. Price 75 cents.*

The part of athletics in the education and recreation of girls and women, as defined in the writings and addresses of physicians, physical directors, teachers, and others qualified to speak from first-hand knowledge.

EDUCATIONAL ATHLETICS, *reprints and addresses by James Edward Rogers and Franklin Parker Day. The Interscholastic League Bureau, University of Texas, Austin, Texas. Price ten cents.*

Athletics in highschools and in colleges, considered in the light of the Carnegie report (see The Survey, December 15, 1929, page 351).

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ments. At the close of his senior year such a student must submit a thesis and pass a general examination in his major field.

## The Business of Being a Parent

A NEW textbook for parental education groups is offered by the Children's Bureau (Bureau Publication No. 202) with the title, Are You Training Your Child to Be Happy? The booklet of some sixty pages is divided into twelve lessons, and is based on a manuscript prepared by Blanche C. Weill, formerly psychologist with Dr. D. A. Thom, director of the habit clinics of Boston. The lessons are prepared with particular reference to the needs of the mother who has had limited educational opportunity, and much of the material is arranged in question and answer form. Stories of Mrs. Guerra, Mr. and Mrs. Green, Mrs. White and their successes and failures as parents, add interest and effectiveness to the suggestions about food habits, temper tantrums, truthfulness, independence, and so on. The booklet should also prove very helpful to teachers and pupils in high-school courses on child care, which are rapidly increasing in number and in popularity.

The Child Study Association of America is beginning its year's work with a three-day conference to be held in New York City late in October. The subjects of the three main sessions will be The Family and Fullfilment of Personality, The Parent and the Changing Scene, New Trends in Child Development Research. Among the speakers will be Dr. Frankwood E. Williams, Dr. Beatrice Hinckle, Hornell Hart, E. C. Lindeman, V. T. Thayer, Dr. Esther Loring Richards, Dr. Arnold Gesell. The round table conferences will be held at the new national headquarters of the organization, 221 West 57 Street.

## On the Air

BASED on an experimental broadcast series last spring, known as The School of the Air, the Columbia Broadcasting system is this year undertaking a twenty-six weeks program for use in the schools. About fifty stations will carry the programs, and the present schedule includes 130 broadcasts for classroom use. Professor William C. Bagley of Teachers' College, Columbia University, is acting as dean of the advisory faculty. The series begins on October 20, and runs consecutively for twenty-six weeks, except for the Christmas holidays, with a daily program at 2:30, Eastern Standard Time. One program each week will be devoted to American history dramatizations for highschools, story telling and music for the first five grades, literature dramatizations for the upper grades and highschool, music appreciation for upper grades, highschool and adults, current events and vocational information.

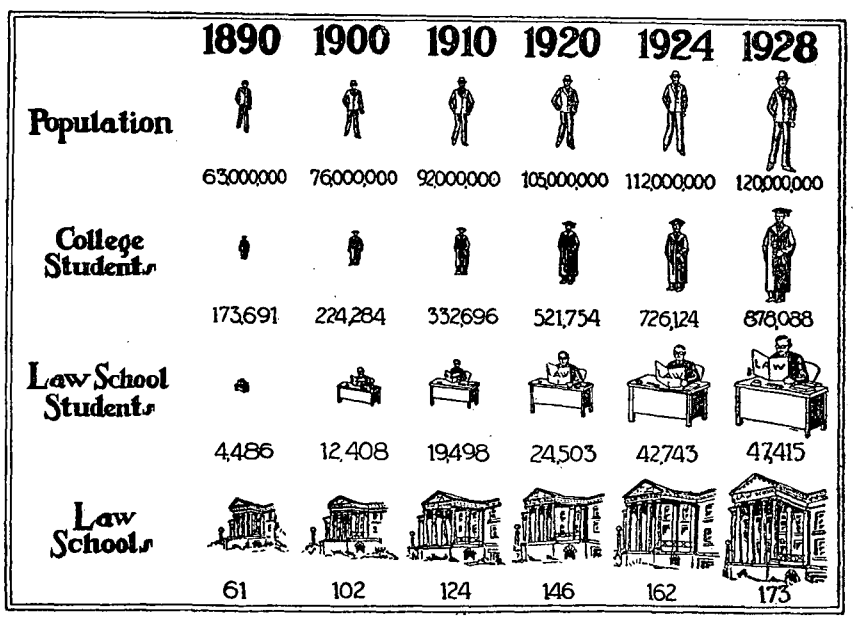
The musical appreciation hours conducted by Walter Damrosch will be continued again this year by the National Broadcasting Company. The programs this year will be divided into four series planned for young people from the elementary grades through college. The company has prepared a manual for the instructor's use, with notes on the compositions to be given in each program, suggested tests, some thematic excerpts, and a bibliography. Teachers may obtain copies of the manual without charge by writing the office of the Music Appreciation Hour (711 Fifth Avenue, New York) and mentioning the name of their school.

The relation between ownership of radio facilities and radio education is canvassed in a recent bulletin by Gross W. Alexander of the Pacific-Western Broadcasting Federation, who holds that "the current urge for larger combinations becomes a menace, no matter under whose direction the consolidated agents function," he suggests that the remedy is

to look to philanthropic cooperation in establishing organizations of educational, civic, social and generally cultural nature, nationally or locally controlled by disinterested, responsible leadership, and equipped with powerful and effective facilities for rendering service to individuals, homes, special groups and the public at large.

## The Growing Law Schools

VIEWING the increasing number of law students in this country as a cause for anxiety rather than congratulation, the Bulletin of the Section of Legal Education of the American Bar Association recently pointed out some of the problems the situation raises. During the twenty years ending in 1921, the bulletin states, the number of applicants for admission to the bar in New York State remained virtually constant at about 850 a year. In 1926 the number had jumped to 2309. In 1929, there were 3273 applicants, or about four times as many as in 1921. The Bulletin expresses the fear that "the profession cannot absorb into the better side of its life so many thousands of new members," and that "commercialism is likely to crush out the professional character of the calling." In the chart reproduced below, the Bulletin shows graphically the increase in the number of law schools and law students. Higher educational requirements for admission to the bar is regarded by this group as the most hopeful solution, and various efforts along this line are pointed out. In Missouri, where "a common school education" had been considered sufficient, the State Board of Law Examiners has ruled that an applicant must either produce a diploma from an accredited highschool or take an examination on his general education. Special committees on revision of the rules for admission to the bar have been appointed in California, Connecticut, New Hampshire, New Jersey, North and South Carolina. The standards of the American Bar Association require two years of college work, and graduation from an approved law school having a three-year course if full-time, a four-year course if part-time.

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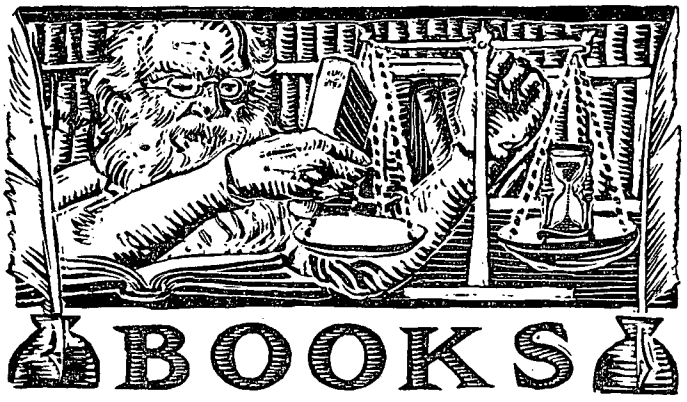


## Delimited Psychoanalysis

THE STRUCTURE AND MEANING OF PSYCHOANALYSIS AS RELATED TO PERSONALITY AND BEHAVIOR, *by William Healy, M.D., August F. Bronner, Ph.D., and Anna Mae Bowers, A.B. Knopf. 482 pp. Price $5.00 postpaid of The Survey.*
PSYCHOANALYSIS, *by Ernest Jones, M.D. Cape. 127 pp. Price $0.60 postpaid of The Survey.*

FOR those who like their orthodoxy undiluted, these are good books, particularly the former. Indeed, even those heretics and their sympathizers who were excommunicated by the "Papal Bull," issued last summer by the Committee on Psychoanalysis of the British Medical Association, are likely to concede their genuinely great value. This manifesto, readers may recall, undertook to delimit the field of psychoanalysis and also, *mirabile dictu,* to say who are to be called psychoanalysts and who are not. In part, it read:

> This term (psychoanalysis) can legitimately be applied only to the method evolved by Freud and to the theories derived from the use of this method. A psychoanalyst is therefore a person who uses Freud's technique, and anyone who does not use this technique should not, whatever other methods he may employ, be called a psychoanalyst. In accordance with this definition and for the purpose of avoiding confusion, the term "psychoanalyst" is properly reserved for members of the International Psychoanalytical Association.

In the light of this pronouncement, the title and contents of Healy, Bronner, and Bowers' book are both consistent, for they deal obediently only with Freudian psychoanalysis. Probably it is graceless to carp about their failure to deal adequately with contributions and disagreements of other leaders of analytic thought for to have done so would have at least trebled the size of the present volume which already runs to better than 460 extra large pages. Therefore, if readers will bear in mind that the authors have accepted whole-heartedly the action of this Committee on Psychoanalysis, and that, conversely, others who have not been able to attain such a degree of acceptance suggest the title more accurately should read The Structure and Meaning of (*Freudian*) Psychoanalysis, this book easily will be found the very best of its kind.

It is really a sort of concordance or source-book, with an elaborate index of twenty-four pages. Think of any topic in the special lexicon of psychoanalysis: sublimation, super-ego, regression, Oedipus, castration, libido—it matters not what; look it up in the index; turn to the designated page, and there you have, boiled down on the left hand side, the accurate extract of what Freud and his ablest followers have to say on that topic; while directly across, on the right hand side, will be found the elaborations, corroborations and even the divergences on the topic of Freud himself, Ernest Jones, Melanie Klein, Alexander, and other strict Freudians. Fairness compels one to add that also on the right hand pages will be found —but not too conspicuously—occasional opinions and comments by dissenters, like Rank, Adler, Jung, and a few others. The authors themselves have intentionally refrained from including any comments or suggestions of their own, maintaining instead a modest objectivity and limiting their task to the selection and condensation of authoritative contributions from others in the field. However, a task even so limited remains colossal, and as one reads a mounting and sincere respect is felt, both for the authors' courage in persisting at such a task, and for their skill and fine discrimination in assembling and choosing the material.

Seven sections comprise the volume: Cardinal Formulations, Developmental Stages, Oedipus and Castration Complexes, Constitutional Patterns and Early Experiences, Dynamics and Dynamisms, Behavior—Personality Formation—Conduct, and Therapy.

If one is willing to accept this book for what it frankly purports to be, i. e., a presentation only of orthodox Freudian psychoanalysis, then one can agree in all honesty with the publisher's jacket announcement that, "This is the first organized statement of the whole system of discoveries, techniques, and theories of psychoanalysis. . . . Its originality consists in the completeness of its presentation and in the fact that it gives a logical orderliness to the whole body of psychoanalytic thought which previously has been lacking. . . . It is a work that will bring about a wider understanding of psychoanalysis as it really is, not as it has been misrepresented or misinterpreted." One final suggestion to the reader. While the greatest value to those already familiar with psychoanalysis will be found in the volume's desirability as a source-book, to which one can turn for information about specific topics, yet for those seeking for the first time a serious understanding of psychoanalysis, its value will be enhanced by steady and consecutive reading rather than by dipping in here and there at random. Start with page one and keep at it. You will be richly repaid.

PSYCHOANALYSIS, by Ernest Jones, is a handy booklet of 125 small pages. It attempts to do in abbreviated and slightly more popular fashion what Healy, Bronner, and Bowers have done *in extenso.* An ardent and untempted follower who out-Freuds the master himself, the author naturally presents only orthodox concepts. As such, his presentation is interesting and valuable although he is unfortunate in his literary style which frequently becomes pedantic and stilted. Nevertheless, Dr. Jones succeeds in giving us a helpful explanation of the history and content of psychoanalysis, and an even more practical explanation of the influence of this subject on medicine, education, religion, sociology, politics, and others of the social sciences. His publishers seem to have let him down a bit, for the reviewer's copy, at least, suffers in attractiveness from some instances of careless typography and page arrangement.

*Nat. Com. for Mental Hygiene* GEORGE K. PRATT, M.D.

## The Biology of Man

THE BIOLOGICAL BASIS OF HUMAN NATURE, *by H. S. Jennings. Norton. 384 pp. Price $4.00 postpaid of The Survey.*

AS an investigator of highest repute, as an unprejudiced thinker, as an experienced teacher, Dr. Jennings has written the most significant non-technical book that has appeared on the bearing of modern biology upon human affairs. It has little in common with the familiar best-selling popularizations; the snap of journalistic style, the piquancy of opinionated criticism and the deceptive contagion of propaganda are lacking. Behaviorists and ardent eugenists will probably be equally adverse in their criticisms; the age-old question of the relative potency of heredity and environment is shown to have no general answer. Specific traits in individual cases may be more markedly controlled by heredity, but apparently similar traits in other cases may be more markedly under the control of environment. How the mechanistic orderliness of Mendelian heredity may be in operation and still leave enormous scope for external influences to work, is what the book makes clear. With our present knowledge, the possible control of environmental factors is much greater than of heredity; hence, to im-

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prove mankind, push the study of the hereditary factors, and meanwhile use to the utmost the more easily controlled environmental influences.

The general point of view so excellently outlined in Prometheus and partly in The Survey, is here amplified with a background of necessary details. Starting with a novel presentation of the facts of the physical basis of hereditary control in a series of chapters on the hereditary units (the genes) and their interactions with external influences in development, Dr. Jennings proceeds to make applications to various problems of current interest: eugenics, "a hope rather than a present remedy for present ills"; Watsonian behaviorism, an example of the fallacy "that since all important human characteristics are environmental therefore environment is all-important, heredity unimportant in human affairs"; monogamy, an institution established by "the present nature and needs of man"; race mixture, a process during which a nation "will not be among those happy people whose annals are vacant."

Throughout, one is conscious of the unimpassioned and reasoned thinking of the scientist. One point, however, may lead to sufficient misunderstanding of actual facts to warrant mention. In the early factual chapters, the inheritance of physical and mental traits is paralleled in such a way that the reader, still unacquainted with Chapter VII, could easily believe that patience, industry, and intelligence had been proved to depend upon single hereditary units that are alternative with other single units responsible for irritability, laziness, and stupidity. Dr. Jennings has been severely criticized in a scientific journal for quoting uncritically certain conclusions of an author on the matter of disharmonious combinations in race crossing. That the slight disproportion between arm and leg length of certain hybrids does not amount to disharmony in the sense of a handicap, in no way changes the general proposition that race crossing will be followed by greater variety in the combinations of traits, and some of these new combinations will be more advantageous than others in any given environment.

E. CARLETON MACDOWELL
*Carnegie Station for Experimental Evolution*
*Cold Spring Harbor, L. I., N. Y.*

## A Frenchman Works in America

ROBOTS OR MEN?, *by Henri Dubreuil. Harper's. 248 pp. Price $3.00 postpaid of The Survey.*

AS compared with pre-war times, employers generally are today more interested in problems of labor, and trade-unionists are more interested in problems of management. This shift in interest has not been confined to the B. & O. railroad system; it has extended pretty generally throughout the industrial world. And in all countries there has arisen not only a profession of "personnel management," but a class of trade-unionists who, taking up (it may be for the first time) problems of industrial efficiency, have become convinced that employers are missing something and have set to work to educate them. Several unions, with political and social philosophies as antipodal as those of the Printing Pressmen and the Amalgamated Clothing Workers, have even instituted technical services to show sub-marginal employers how to put their shops on a paying basis.

Symptomatic of the new trade-union interest in management is Henri Dubreuil, who left the staff of the French General Federation of Labor (C. G. T.) to study "rationalized" industry from the inside. His two-year sojourn as a mechanic in American shops—most of them "rationalized," some not—gives him the right to an opinion. Unfortunately his book, though readable, does not give a correct impression of American industry from the worker's point of view. As a skilled worker, the author did not see much of the seamy side; what he did see he mentions indeed, but plays it down. He spends a good deal of time disposing of certain atavistic arguments against machinery in general, but does not really come to grips with the stronger adverse criticisms at all. He does not contribute anything essential to an understanding of scientific management; though his final judgment of Taylorism is so exuberantly favorable that the engineers have sponsored his book and blessed it with a preface. His discussion of American trade-unionism is biased and perfunctory. The contribution consists of a description of differences between French and American industry. In these days when international comparisons of living standards and real wages, are becoming increasingly important, such descriptions are bound to be suggestive and may be very valuable. Especially do we appreciate the clues to subtle differences of attitude such as would hardly be noticed by the casual plant visitor. Even here, however, we always suspect that the author is reading a lesson to the French employer. And his observation is in spots so faulty (he finds prohibition enforcement really effective) that our confidence in his authority cannot be great.

HORACE B. DAVIS
*New York City*

## Not "Toes Out"

THE PRE-SCHOOL CHILD AND HIS POSTURE, *by Frank Howard Richardson, M.D. and Winifred Johnson Hearn. Putnam's. Price $2.50 postpaid of The Survey.*

PHYSICAL re-education is now acknowledged as a fundamental need, for we are all acquainted with the disastrous effects wrought by the old-fashioned unscientific theory of posture which stressed stiffness and disregarded the normal position of the body. In The Pre-School Child and His Posture Dr. Richardson and Miss Hearn are concerned with outlining a system which is orthopedically sound; that is, based on an understanding of the laws of good body mechanics. Moreover, they approach the child from a sound psychological basis, reaching him through his natural interests. Since the authors are dealing with the problem of correcting the posture of the pre-school child, the emphasis is placed on appealing to the child through the play spirit. Thus they rely on postural games planned to correct specific defects while concealing their real purpose. Many suggestions are offered to the social worker and lay teacher for determining correct posture and for recognizing defects, and a good number of exercises and games are described for such specific troubles as lordosis, scoliosis, winged scapulae, weak feet, etc. This is a satisfactory book and fills a real need.

ELIZABETH DELZA
*New York City*

## What a Man Is Worth

THE MONEY VALUE OF A MAN, *by Louis I. Dublin and Alfred J. Lotka. Ronald Press. 264 pp. Price $5.00 postpaid of The Survey.*

AS far as may be we have at last the definitive statement for our day and time, of the dollar test of human life. Both authors, already masters in their field, skilled and trusted in the use of figures to reveal the truth of human masses, have added by this piece of accounting to their reputations and have put the rest of us in their debt by a source book which we can predict will mightily advance sane arguments for the care of health.

It has been a commonplace of some years' standing that the value of mankind in our modern nations is approximately fivefold the monetary worth of present and accumulated material possessions. We see the cost of production accumulate and mount from the expenses inherent in the protection of the expectant mother, through the shelter and growth of childhood, until at last entries in the ledger begin in black ink instead of red. To offset the towering investment, the long, wise preparation for the work and grown-up pleasures of the world, we record the little earnings of the lad, and soon the wiping out

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of debts to ancestry, and the building up of credit and assets to carry man and his family to new levels of security and independence.

"Health, like wages, must be earned before it can be enjoyed."

Dublin and Lotka reveal the safety of our present structure of family and community, drive home the oft neglected point that long-time investment in youth brings big returns, and they help the courts, the student of society, the master of men, the poet and philosopher, with their bold and trenchant arguments and calculations. Some day perhaps these same authors will describe for us not only the average man in the average year but a true story of the many kinds of human worth and their fluctuations, with the vicissitudes of tariff, stock market slumps, unemployment, war, gold booms, and peace. We thank the authors for their escape from the lingo of higher mathematics and for their skill and simplicity of approach and description of their topic. All the book is readable and every page a lesson.

*New York City* HAVEN EMERSON, M.D.

## Parents Up-to-Date

THE MODERN PARENT, *by Carry Cleveland Myers. Greenberg. 350 pp. Price $3.50 postpaid of The Survey.*

THE poor "modern parent" who seems to have a faculty for doing the wrong thing at the right time, who seems to be beset by advice, oral and written, must find himself in a constant turmoil of criticism and self-derogation. It seems to me that if the flood continues it will be a question of "problem parents" in more ways than one. It is a difficult task to recommend any literature on periculture. There is so much dull repetition, so much preachiness, that each new book is approached with a sigh, "What now?" However, a book of wholesome advice is always welcome, particularly if it is accompanied by a certain modesty on the part of the author pertaining to the knowledge of human frailities and the complexities of human relationships. We can recommend Dr. Meyer's book as a simple contribution to ailing parents. Correctly, there is no attempt at scientific explanation if there is not any explanation for certain acts at the present time. It will enhearten the average parent and when he finds that he is beyond his depth it will encourage him to ask for and accept advice in spite of its limitations. I can recommend this book as an honest effort to help without too much generalization, as of encouragement to the consciencious parent, and because of a certain resignation to the fact that humand conduct is at times inexplicable. EDWARD LISS, M. D.

*New York City*

## The Feebleminded in Society

SOCIAL CONTROL OF THE MENTALLY DEFICIENT, *by Davies Stanley Powell. 403 pp. Price $3.00 postpaid of The Survey.*

THIS volume easily ranks as the outstanding book on the social aspects of feeblemindedness and as such is attracting widespread and well-merited attention. In it the author presents a complete revision of his Social Control of the Feebleminded, much enlarged and almost completely rewritten. The treatment is sociological and administrative rather than clinical, thereby supplementing rather than duplicating previous texts on mental deficiency. A good chapter on definitions is followed by an excellent historical resumé. The major portion of the volume is then devoted to an extensive review of the social menace of the feebleminded, and a discussion of the most effective measures for their social control, which the author skillfully develops into a significant protest against the indiscriminate indictment of the feebleminded in the traditional works on this subject. The result is a highly optimistic (perhaps rather too optimistic) attitude which should have a wholesome effect in offsetting the extremely doleful picture to which we are accustomed in the clinical text-books.

Although the author frankly makes no attempt at presenting the clinical aspects of mental deficiency, his treatment throughout shows excellent first-hand knowledge of this phase of the subject. There is, however, some danger that it may leave some students with too limited an understanding of the whole field.

The author has used "mentally deficient" in the title of this edition (in place of "feebleminded") as a generic term for intellectual subnormality. Under this term he includes both feeblemindedness and the inferior levels of normality. This we think is regrettable, since mental deficiency has traditionally been used synonymously with feeblemindedness, and is still most widely used clinically in that sense. Moreover, his treatment of and program for the intellectually subnormal who are not feebleminded is much too meager to warrant the wider meaning of mental deficiency in the title. It may even be questioned whether the mentally deficient who are socially normal (the so-called "intellectual morons") require a specialized program of social control, since by definition they are socially well adjusted. EDGAR A. DOLL

*Vineland, N. J.*

## The Living Church

THE PRESENT AND FUTURE OF RELIGION, *by C. E. M. Joad. Macmillan. 310 pp. Price $2.00 postpaid of The Survey.*

THE title of this book is pretentious and deserves interpretation quite as much as the book deserves commendation. The author isn't trying to tell what the future of religion will be; he is trying to do a much more difficult thing, namely, to outline what religion, as a high and holy privilege, may become. And what a change is there, my countrymen! For religion in the past generally, and in the Church of England specifically, has been very largely concerned with matters not subject to investigation, with dogmas evolved solely by the mental efforts of theologians, and with a type of teaching that had little to do with the serious business of living. Mr. Joad is an Englishman, well acquainted with the faults of the churches in his own land and here. He sees all, tells much. It is zippy reading. But he doesn't stop with pointing out the faults of the status quo. Not at all. Nor does he back into a hole to weep. He waves a banner and sounds a challenge. He seriously advocates that the church shed most of her dogmas, with as little regret as a crawfish shows in shedding its outgrown skin. He wants the church to turn its gaze away from a highly problematic next world to a highly imperfect and troublesome present world. Best of all—from a theistic viewpoint—he bases his whole challenge upon the specific plea that as children of one Father we owe each other the obligations of brothers. In God's name, says he, let us begin to act as if we really belong to one family!

The whole book rings with sincerity, blazes with conviction, and is hard to lay aside. Preachers ought to read it; but they should be cautious in the matter of copying sermons from it. Their laymen are very apt to read it also.

*Colorado Springs, Colo.* CHARLES STAFFORD BROWN

## "Bad Boys"

SIX BOYS IN TROUBLE—A Sociological Case Book, *by Walter C. Reckless, Ph.D. Edwards Bros. 147 pp. Price $1.25 postpaid of The Survey.*

THE six boys whose stories are told in this book, the writer says, ". . . were selected from among a number of other case studies on the basis of what seemed to be interesting and significant case stuff, without reference to any preconceived classification of types of problem children." The introductory statement of each is a brief story of the particular offense which brought the boy to court. The case-record condenses what the court record tells of this offense, of previous offenses if they brought the boy to court, and what action the court has taken each time. Records of medical and psychological examinations

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follow, but in only one case is there a report of a brief examination by a psychiatrist. With the above data in mind further study was by interview with the boy, with father and mother, teacher, employers and neighbors. The characteristics of the neighborhood were also studied—industrial, racial, housing, recreational and cultural—with the object of understanding what have been the habitual daily experience of the boy with known physical and mental capacities, for a period of years in this particular home and neighborhood environment. The attitude of the study toward urging the boy to introspection is of doubt that any information of value can be fished out of "the deep and muddy waters" of the lower levels of the mind. Each case study is closed with a "summary of findings" and a "sociological analysis" to determine the "causative factors" whose results can be directly traced.

These studies stop short of treatment. For this reason they are disappointing to the probation officer, the visiting teacher, the social case worker and even to the classroom teacher. The reviewer is not a psychiatrist or a sociologist; he is only a teacher. But what all of us who face the daily job of trying to change the behavior of the individual want to know is not only the best way to find out and describe how the boy got where he is, but also what to do about it. Please tell us next time how you got *six boys out of trouble* and kept them out.

*N. Y. School of Social Work* HENRY W. THURSTON

## Southern Mill Workers

SOME SOUTHERN COTTON MILL WORKERS AND THEIR VILLAGES, *by Jennings J. Rhyne. University of North Carolina Press. 212 pp. Price $2.50 postpaid of The Survey.*

INCOME AND WAGES IN THE SOUTH, *by Clarence Heer. University of North Carolina Press. 68 pp. Price $1.00 postpaid of The Survey.*

NATION-WIDE attention has been focussed on the growth of that industrialism which has given us Gastonia and Marion. In order to understand its present situation and future developments we should become familiar with the increasing amount of information about the southern mill worker, his interests, his abilities and his opportunities, both social and economic. The picture would be incomplete without comparative data comparing the position of the southern cotton mill worker with that of his northern brother, of other southern industrial workers, and of the tenant farmer. Before the labor disturbances of 1929, Mr. Rhyne gathered statistical data from five hundred cotton mill families in four types of towns. Information ranging from size of families, age, number of workers, and housing conditions, to recreational activity and delinquency rates was secured. In 85.6 per cent of the families no child over fourteen was dependent. One half of the families studied had only one wage-earner, and of the 893 workers of both sexes nearly one half were under twenty-six years of age. To the annual average money wage of $644 per worker, Mr. Rhyne adds the equivalent of reduced rental charges and all forms of industrial welfare work, and secured the total of $870.20, 15 per cent below the annual wage paid in Massachusetts and Rhode Island cotton mills in 1923. However, the North Carolina mill worker did raise his economic and social status when he moved from his tenant farm. Mr. Rhyne broaches the probability that there will in time evolve a mill village social type more alive to the need of group unity. For instance, in 1929, 43 per cent of the family heads who would speak of unionism were not indifferent to the idea.

The comparative data which Mr. Heer has compiled from various sources complements the regional study of five hundred cotton mill families. The average amount of income per capita in the South is less than half of the corresponding average for the rest of the country. This is accounted for by the small number of persons in the South with large incomes, the lower scale of salaries and wages, the small return per worker in southern agriculture, and by the preponderance of small-paid occupations. For example, in 1927, southern cotton and knit goods industries employed nearly one third of the total number of southern industrial wage earners, and lumber and timber one fifth of the total. The only other industry employing more than 40,000 workers was the railroad repair shops. The first two of these are low paid industries even in the North. This monograph on income and wages correlates and explains statistical material from the Bureau of Census, the Department of Agriculture, the Department of Labor and various federal agencies. Mr. Rhyne on the other hand has worked to give us a more personal view. Both are of value to those interested in southern labor conditions. MILLICENT F. NUNN

*New York City*

## Behavioristic Sociology

TRENDS IN AMERICAN SOCIOLOGY, *edited by Lundberg, Bain, and Anderson. Harper's. 443 pp. Price $3.00 postpaid of The Survey.*

ELEVEN members of the younger school of behavioristic sociologists have set forth here their summaries of all phases of sociology. The book is chiefly valuable to the student who has enough first-hand knowledge of sociological facts and theories to be critical of the viewpoints presented, but it will prove a reasonably comprehensive and dependable summary for social workers and laymen. For on the whole the authors show a catholic and detailed knowledge of sociology and related disciplines, and they draw critically upon European sources although their work is avowedly centered upon American social developments. Their behaviorism, while self-conscious and verbal, is not an uncritical acceptance of Watson, but a reiteration of the need for more research and objective measurement and less reliance upon social philosophizing. There is, however, an undertone of cock-sureness that the behavioristic group alone possesses the authentic tools of social inquiry. When the present battle of method has become a memory, the "younger school," often so irritating to those who believe that dialectic, analogy, and other approaches to experience, still have their uses, may itself prove to have been an interesting sociological phenomenon.

The entire work abounds with material challenging to the social worker, at times explicit and personal. Witness Markey's statement apropos of social workers, that "the ones who last are usually those who do little in a large sense to take care of the fundamental causes of maladjustment, but who often merely anaesthetize or chloroform the patient in order that the fundamental causes of maladjustment may continue to operate unmolested" (p. 169). Bain and Cohen have much to say of social work while Phelps devotes an entire chapter to the subject. Dorothy Gary's excellent chapter on The Developing Study of Culture should interest those whose professional concern is the acceleration of such social change as will result in the happy adjustment of individuals to the life about them. HENRY M. BUSCH

*Cleveland College*
*Cleveland, Ohio*

## The Child's Character

PARENTHOOD AND CHARACTER TRAINING OF CHILDREN, *by Thomas Walton Galloway, Ph.D. Methodist Book Concern. 224 pp. Price $1.00 postpaid of The Survey.*

THIS study course is addressed directly to church parents, though, with very slight alterations in wording and introduction, it might serve quite as well in any group of intelligent parents without regard to their church or religious affiliations.

Emphasizing always the character-training potentialities in the environment, it discusses with clarity and wisdom a great many of the most common problems of child training from infancy and early childhood to (*Continued on page* 111)

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# WORK SHOP

## Who Shall Decide Personnel Policies?

By RAYMOND CLAPP

A COMMITTEE of the American Association of Social Workers has gone on record in the May issue of The Compass as believing that it is "injurious to the existence of sound professional standards" for community chests to make recommendations to member agencies affecting relationships between staff and executive, and staff and client.

The occasion for this committee action is the attention that several chest and federation budget committees have recently given to the fact that vacations in social work seem to be longer than in business and industry. Certain of these committees, including that of the Welfare Federation of Cleveland, have issued recommendations that the length of these vacations be kept within certain stated limits. While these recommendations are not mandatory, each agency is expected to report the vacation allowance for each position on its staff, and to explain to the budget committee any exceptions to the recommended rule.

The fact that the Cleveland committee agreed substantially with that of the American Association of Social Workers in a minimum of three weeks vacation for professional workers (four weeks after the second year) will not alter the belief of the A.A.S.W. committee that the Cleveland Welfare Federation by this action will "interfere in the conduct" of its member agencies; and that if the agencies recognize the right of the Federation to take such action, it follows that the Federation "may exercise supervisory powers not alone over contractual relations but over professional standards as well," and that "no greater blow than this could be dealt to the claim that social work is a profession."

All of this is based upon the assumption that the chest is "a group whose principle function is the raising of money and who are neither responsible for nor intimately acquainted with the problems arising out of the relation of staff and executive, and staff and client in the various agencies."

In the first place the assumption is unwarranted that the chest has no responsibility for these problems. According to Webster, a person is responsible who is "likely to be called upon to answer," and no one familiar with chest operation can deny that the chest is called upon by its contributors to answer for almost any act or policy of a member agency which the contributor sees fit to question.

Most chests were established on the initiative of contributors with the aim to reduce waste and improve effectiveness in the administration of funds used, and to provide added money for needed extensions and improvements of service. A portion at least of the responsibility to contributors which rested in the agency board before the chest, is transferred to the chest along with the money-raising function. The contributor will not allow the chest to deny such responsibility. In Cleveland, as in other cities, this has involved no only decisions by the central organization affecting vacations and salaries but also affecting intake policies, professional training, and even the continued existence of agencies and the establishment of new services.

Such decisions affect other professions as well as social work. For instance, there are twice as many nurses employed in Cleveland chest-supported agencies as case and group workers combined, in each case including students, and over a quarter as many doctors. So far, at least, these other professions have not seen the danger in chest budget practice that the American Association of Social Workers committee views with such alarm.

The assumption that the chest is a group not intimately acquainted with the problems arising out of the relation of staff and executive and staff and client is becoming less warranted with each advancing year. In more and more chest cities, councils of social agencies or corresponding machinery are developing as part of the central plan. By this means, technical problems are referred to groups within the central organization which bring to bear upon such problems the best experience and training of the local agency personnel, both professional and board member.

THE Welfare Federation administers the function of council of social agencies in the Cleveland set-up. The above mentioned vacation report, for instance, was made after considerable study by a committee 50 per cent of whose members were professional social workers and 30 per cent members of agency boards. Such a study and report seemed necessary not only because of contributor criticism that social work vacations were more liberal than business. Opinion and practice in member agencies was divergent, as well, and that divergence seemed likely to result in difficulty. Hospital administrators, for instance, wanted to limit medical social workers to two weeks vacations, believing that, as social workers have a shorter day, a shorter week, more holidays and a less vital responsibility than the nurses who work within the hospital, a vacation in excess of two weeks was unjustified. In the end the hospital administrators capitulated, and a difficult situation was averted.

It might be argued that the professional association should have fought this battle for the workers against their bosses but our way was probably more effective and it certainly leaves a better taste in everybody's mouth. The incident is referred to here because it illustrates the way in which the council of social agencies affiliated with a chest brings contributor, agency, trustee, and professional worker together to work out their mutual problems. After all, by calling such a matter as vaca-



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tions a professional concern, we cannot make any one agency's policy of no concern to the contributor who supports it, or to other agencies whose relations with its own employes are affected by it, and make the chest and council represent the other parties at interest.

The chest movement has developed in spite of much opposition from the professional social worker. Those who have influenced it most successfully are those who have accepted it, worked with it, and done their best to guide it along helpful lines. It is only natural that a professional worker and especially an executive should resent the transfer of any authority from his board to a group farther removed from his power to influence or control, and affected by considerations wider than the special interests of any individual agency. We are facing here the age-long and inevitable conflict which exists in any society between the urge for individual independence and initiative on the one hand, and the need for social control on the other. This conflict certainly exists in the "society" of social work, whose membership comprises agency boards, professional staff, and contributors. The conflict is unavoidable and the only solution is compromise.

The importance of developing and maintaining initiative, responsibility, and strength in the individual agency is recognized. The best of community planning is of little value unless the agencies which must carry the plans into action are able to administer them intelligently and effectively. On the other hand, social work is a "team game." Even the strong, efficient, and resourceful agency will be severely handicapped without the willing and able cooperation of social agencies in supplementing fields. The best tuberculosis society would be helpless, for instance, in a community where dependency was so far out of the control of the relief agencies as to result in a constantly increasing flood of new tuberculosis cases. Strength and resourcefulness in a single agency can even be a detriment to a community when used to thwart and disrupt the plans of others. Most of us know of such agencies, in other cities if not in our own, which preempt or invade fields belonging to others, so confident of their strength that they attempt more than they can handle, with confusion the result.

The point I am trying to make here is that the tendency toward agency initiative and independence is healthy and should be encouraged, and that likewise the tendency toward social planning and social control is necessary and will continue unless we are to slip back to chaos; but that the two tendencies are inevitably in different directions.

Most of our difficulties in community planning result from our failure to recognize this fact. We start from one premise or the other: the right of the agency to determine its own policies, or the right of society (as represented by the council of social agencies or the federation for instance) to control the individual in the best interest of the group. Each premise leads along a different path to a different conclusion, and honest and sincere people may take either. The wise person, however, treads a middle course, more concerned with the ultimate goal than with the path by which we reach it.

# The Truth, the Whole Truth?

*One of a series of discussions of social work ethics which will appear in The Survey from time to time.*

A PUZZLED look appeared on the faces of some of the directors of the Family Welfare Society as they sat in conference with the staff and listened to a perplexing problem presented by one of the visitors. They were told that "Mrs. Jones had already become involved as far as possible emotionally with her friend Mr. Kennedy." The exact meaning of this was left open and questions naturally followed. What was the actual relationship between the two? Had either been questioned as to their morals? Should the family agency encourage this friendship, discourage it or simply recognize it as an existing condition and deal with it as effectively as possible, letting time develop its own solution.

*The case*: For several years, Mrs. Jones, an attractive woman in her thirties, had been a client of the agency. Her first contact grew out of her desire to leave her husband and seek outside employment. Hysterically she told of her distrust in her husband, his failures to provide for her and their four small children, of her own father's mental breakdown. She asked to be helped in getting away from it all. An appeal to Mr. Jones's understanding and help seemed helpful temporarily but when Mrs. Jones left the city under the doctor's orders for a much-needed rest, the husband's infidelity was established. Learning of this, Mrs. Jones completely collapsed, insisted upon a legal separation and when once established in her own home, turned to the family visitor for daily guidance.

Gradually, however, Mrs. Jones has gained in self-reliance. With a regular monthly income assured, she is learning to plan her own living and to provide excellent care for the children.

Mr. Kennedy's friendship during the past year has had a marked influence on Mrs. Jones. He visits her home daily and has become a definite part of the family life. But with a wife suffering from a chronic ailment, he is not free to marry Mrs. Jones, even though she obtained a divorce which she has not sought to date. In a serious and frank manner he freely discussed with the visitor his interest in Mrs. Jones and her children—seemed to sense the delicacy of the situation and the disastrous effect on her mental state which a break in the friendship might produce.

Four years have passed. Mrs. Jones and her children are comfortably cared for. A changed person, she happily meets the many demands made upon her by four lively youngsters.

*The Question*: Should the agency knowing of this existing friendship, explore further into the morals of the case? Is the whole truth essential to the case working agency? If known by the visitor, should the whole truth be given to the directors?

## Comments:

J. PRENTICE MURPHY, executive secretary, Children's Bureau of Philadelphia

EDWARD D. LYNDE, general secretary, Associated Charities of Cleveland

FRANK J. BRUNO, head of Department of Social Work, Washington University

THE whole truth is never known about any human being. It never can be known. The most comprehensive study of any individual by other individuals is at best fragmentary. It therefore becomes essential that one understand which things are of real importance in our very rough pictures of the personalities of our clients. There are social welfare agencies where board and staff members are unqualified to be entrusted with any criticisms or evidence relating to the social failure or unconventional conduct of their clients. There are other agencies whose personnel are qualified to seek and to receive information about other people revealing their strengths and weaknesses of character. The staffs of these latter agencies move cautiously in their search for facts. There are many things of which we might just as well be in ignorance.

Moral values mean different things to different people. To one person the term is written all over with misty and fuzzy ideas about sex. To another the love and reproductive charac-

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teristics are considered in their right relationship to some of the other irrepressible expressions of personality and behavior. To this type of person questions of morals much more nearly center around matters of loyalty, truthfulness, sincerity and unselfishness. Expressions of sex would, moreover, be viewed as affected by living conditions, mental states, and the normal emotional demands of humanity. It takes unusual people to receive the truth fairly. This is one of the reasons why so few of us tell the truth about ourselves. Our clients have the same idea when they speak to us. It is possible to do very good work through many of the initial stages of social case work without a great deal of knowledge about the individuals who are being served. We would never get anything done if we set as our goal the "securing the whole truth about those who come to us for help."

There are board members too ignorant, too inexperienced, too prejudiced to receive all of the information in the possession of staff members. There are even situations in which the information as given to an individual staff member is so confidential that she cannot even make it a matter of record without violating the confidence of her client. Different degrees of experience on the part of workers will lead to differences as to what is confidential. Where board members are competent and understanding, they may be told a lot. But not even they should demand that a worker give all of the facts in every case. The worker's judgment as to probable needed action should be accepted—if she is experienced—without the whole story having to be told. As a matter of fact, the members of a board sitting as members of a case committee and having the wisdom of Solomon cannot judge the individual as intelligently as the worker who knows the client in the flesh and in her own setting.

Moreover, board members should not be final judges in the handling of professional case work problems, unless they can qualify as professional social workers. Finally, where agency standards of personnel are high and where there exists the right relations of trust and confidence between staff and board members, one finds that staff members carry without interference their proper responsibilities. J. PRENTICE MURPHY

FOR two reasons the worker should know the truth, or as much of the truth as she can secure, in the Jones-Kennedy situation. Otherwise the relation between the worker and the client is likely to be too superficial for good case work. The case worker has suspicions in her mind which may be unfounded. If the client's relationship to Mr. Kennedy is one of friendship only, then the client should have the satisfaction of knowing that the case worker understands. If the relationship is on a different basis, unless there is a frank discussion, the client and the worker will be dealing on the basis of half-truths, pretenses, and perhaps even deception. Such shamming and pretense is not a desirable foundation for any long-time situation between worker and client.

In the second place, the case treatment, including the attitude of the case worker toward Mrs. Jones is pretty certain to differ somewhat if Mrs. Jones' relationship to Mr. Kennedy is more than that of friendship. Therefore, in order that the case work treatment should be in accordance with the facts she would need to know those facts.

There may be some question as to whether this case should be brought before the directors, but, if so, a complete statement should be made of all the facts known to the case worker. Otherwise, such a discussion is futile. The directors would be discussing a fictitious situation. EDWARD D. LYNDE

LIMITING the discussion rigidly to the question of whether the agency dealing with the family should know the facts of the relationship between Mr. Kennedy and Mrs. Jones, my answer would be "yes" in this instance. With respect to the second question as to whether all the facts when known should be laid before the directors, I should be more guarded. If by directors is meant here a group of people accustomed to case discussion with the realistic sense of human values, I should say "yes." If it is a board of directors whose primary interest is the executive side of the agency's work including financial, I should say not only "no," but that the case ought not to be brought up before such a group at all, as they are incompetent to pass a helpful judgment or give advice in a situation as complicated as this.

These answers are based upon the theory that when a case worker interferes in the life of a client, the interference is fraught with danger unless it is based upon knowledge. There are exceptions to the application of such a theory but they are usually in the area of abnormal mentality which does not seem to exist here. I should think if the relationship between Mrs. Jones and the case worker were a good one, Mrs. Jones would want the case worker to know, and that if for any reason she didn't want the case worker to know, it would raise the question as to whether the case worker was really doing social case work with Mrs. Jones or was being used by Mrs. Jones on a plan of her own.

This doesn't seem to be a case of ethics but of technique. There is no new principle of client-worker relationship raised by this case. FRANK BRUNO

## Is an Ethical Code Necessary?

*The following comments by Marion Hathway, associate in sociology, University of Washington, and member of the American Association of Social Workers, were inspired by the publication, in The Survey of January 15, 1930, of a review of the study of social work ethics made by Lula Jean Elliott, under the direction of Professor Arthur J. Todd of Northwestern University. Miss Hathway's remarks are especially pertinent now, when discussions of social work ethics are being resumed in the Survey Midmonthly and in view of the appointment by the American Association of Social Workers of a national ethics committee, of which Helen Hanchette, Cleveland Associated Charities, is chairman.*

SHOULD the ethical standards of a group be determined by an analysis of the opinions of its members concerning problems of conduct or by a study of current practices? Since this question is debatable, is it not desirable to approach the study of professional ethics in social work by both methods? If the questionnaire used in Miss Elliott's investigation were revised to indicate actual performance rather than ideal opinion and submitted to the same group of social workers, pertinent comparisons or contrasts would result. That opinion may be at wide variance with practice is clear from a careful reading of the questions and answers included in this study. A standard may be set ahead of probable action, but the extent of variance between the two must be measured before a reasonable basis for the standard can be set.

Is it at present desirable to formulate a "code of ethics" for the rapidly developing profession of social work? If so, should not the extent of the undertaking be confined to the practice of social case work, the field in which a discussion of ethical performance can best be related to defined techniques? Attempts by a number of chapters of the American Association of Social Workers to study ethics, have shown that the scope of social work as a whole is so vaguely defined that standards of ethical conduct for the profession as distinguished from other professions cannot be formulated. Most of these studies have resulted in rather meaningless generalizations.

But why a code at all? If the ethical codes of the older and more established professions have raised standards, they have also resisted modification and so have retarded progressive development. Measurements of current practices within social work, made from time to time, might form the base for the attainment of higher standards. But an informal measuring rod should not have the status of the inelastic "code."

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## Telling the Public

By EDITH M. ROSS, R.N.

ARE most of us eye- or ear-minded? Do we notice more, do we remember better, what we see or what we hear?

From my own experience, first as a county nurse, then in state work, I find that people remember better what I say if they can see at the same time something allied to the subject of my talk. Charts, especially in speaking to adults, always help. Tack maps are nearly always fascinating. There is something concrete, vital about them—something that takes away the intangibility of mere figures and brings facts home to us. Our public is far more hungry for information than we imagine. But we must be careful not to repel it by trying to feed it dull, dry, lifeless facts.

The staff nurses of the Minnesota Public Health Association, when they make school inspections, use a small cloth dog or monkey or a "Felix" cat to arouse the interest of the younger children. Into any of these, which consist of a head and forelegs, we run the fingers of one hand. Then we get the children to ask it questions such as: "How many glasses of milk do you drink?" or "What time do you go to bed?" And the dog or cat or monkey, as the case may be, waves one paw slowly to indicate the number of glasses of milk he consumes or the hour at which he retires. He shows them, too, how he washes behind his ears, how he brushes his teeth. There are few health habits which these toy animals cannot help us expound. And when I return the following year, I find that what Coco, my monkey, or Milko, my dog, has told them has not been forgotten.

This brings us to the importance of action, of movement, in any exhibit. Things that move have a fascination for the average mind, whether adult or juvenile. Note the crowd about electric trains, the pirouetting dolls in the Christmas window displays; note how the hurrying shopper pauses to watch and listen when she sees in a window a *person*.

Inject movement, therefore, into your health talks to children, into your lectures to adults, into your window displays, into your booths at the county fair. Even lights that flash on and off a poster or chart, attract and often hold attention; long after your lectures and mine are forgetten, both youth and adult will remember the message of some health playlet. Not only pills, but health education must be sugar-coated. We must stimulate the mind with the idea of the delights and possibilities of good health.

Many weeks in the year, in one form or another, we can keep a health message before the public. Let the manager of a furniture store prepare a window display showing proper ventilation in the sleeping room. Just that. No more. We may have to curb his desire to present at the same time an ideal play room, or a demonstration of correct lighting. Later we can let him do each of these things, or we can persuade other furniture dealers to do them. The grocer can prepare a vegetable or fruit or milk exhibit; the baker can display breads; the shoe stores, proper shoes for children. But in each case—just *one* thing at a time.

The nurse should never leave the planning of such window displays entirely to the manager of the store or to his window decorator. If she does, she may suffer great and unexpected embarrassment. Imagine the dismay of a certain nurse when she found in the window of one store, the proprietor of which had come valiantly to her aid in the advertisement of an Infants' and Childrens' Clinic, a display of pacifiers!

Having placed the display or exhibit and provided it with an effective slogan, publicity should not cease. It must not be left to mere chance that the window or booth is seen. The public health nurse should ask for newspaper, church, school, club announcements of it, of every clinic, school inspection, health project with which she has to do. Every avenue that brings into the community consciousness an awareness of any health activity, is health education. Neglect none of them.

An unique and effective bit of such health education was demonstrated several years ago in St. Cloud, Minnesota. A local newspaper offered prizes for the winning posters and then put all the posters in a window that the public might see and guess which ones were accounted the best. This second contest immeasurably augmented the benefits of the first project.

## Have You a Book?

TO what extent do social workers read? Which do they read most, professional or general books and magazines? How can the books they want be made more easily accessible? With questions like these the Hartford (Conn.) Council of Social Agencies set out to examine the reading habits of local social workers. Here are some of their findings.

The American Magazine, Literary Digest, Harpers and Reader's Digest are the magazines most widely read for cultural or recreational purposes, (mentioned from fourteen to eleven times) with Good Housekeeping, Atlantic, Ladies' Home Journal, Saturday Evening Post and Christian Century (mentioned from nine to four times) following in that order. Forty-eight other magazines were mentioned from once to four times, ranging from National Geographic, Forum, American Mercury, and Saturday Review of Literature all the way to Liberty, Physical Culture and Detective Novel Magazine.

The list of magazines read for professional purposes is headed by The Survey, mentioned twenty-four times, followed by The Family and The Public Health Nurse with seven each, and American Journal of Nursing and Hygiea with six each. Then comes Mental Hygiene, Better Times, Catholic Charities Review, Journal of the American Medical Association, Survey Graphic, American Journal of Public Health, Social Forces and a miscellany of specialized periodicals.

Thirty-five out of the fifty-one social workers have cards at the circulating department of the Hartford Public Library, and the average withdrawal is one book a month. The estimated proportion of the books drawn from the library to be read for professional purposes is 44 per cent; those drawn for recreational or cultural purposes average 56 per cent.

Five of those who answered state that they do not read any books for professional purposes, and two read no books for culture or recreation, but the most omniverous reader of the group reads an average of six professional books a month, and for cultural and recreational purposes one member reports reading an average of twelve a month. Most of the books read are purchased and the next most active source of supply is "borrowing from friends"—ratio of twenty-eight to eighteen. Seven members belong to book clubs.

Many interesting suggestions were made of ways in which additional reading services might be made possible. One suggestion was to organize a circulating social work library; dues about $4 a year (presumably to furnish funds of new purchases) and with a membership rental term of two weeks per book. Another suggestion was that a discount be arranged on all purchases of professional books by social workers. Thirty-one out of fifty-one of the group ask for a bulletin three or four times a year listing the more important recent books to be read in the field of social welfare. Of the fifty-one who replied to the questionnaire, fourteen were staff workers, twelve executives, seven department heads or supervisors, five clerical workers and one physician. Child welfare, family welfare and health were the fields most fully represented.

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# GOSSIP: of People and Things

## T. S.—With Love

EDITORIAL opinion expressed (rarely) in this department, is not very effective. Some months ago we viewed with alarm and stood very frankly aghast at a money-raising device used by the Hebrew Kindergarten and Infants Home, Brooklyn, N. Y. This institution sends to a prospective contributor two handkerchiefs embroidered with his initials. The handkerchiefs have not been requested; the recipient feels a bit conscience-stricken if he sends them back or throws them away. So the chances are he sends a donation. There have been vigorous attempts to enact a federal legislation which would make it a misdemeanor to send through the mails unasked-for merchandise. But the bills have always failed to pass.

Having noted this nefarious practice in order to protect Survey readers, we were annoyed and amused to receive, not long after, another pair of handkerchiefs from the Brooklyn institution. The first lot, addressed to the managing editor, were appropriately embroidered "A. K." The second lot addressed to The Survey, were embroidered "T. S." What chance has an editorial typewriter against an intelligence like that?

## To Study White Slavery

A GIFT of $125,000 from the Social Hygiene Bureau of the Rockefeller Foundation of New York will finance an inquiry, under the wing of the League of Nations, into the traffic in women and children in the Far East. Grace Abbott of the Children's Bureau is the American representative of the special committee directing the study. The study will follow the general plan of the League's earlier inquiry into this traffic in Western countries. It will seek to determine the main routes and centers of the traffic in the East, and the special conditions prevailing in different oriental countries. The Philippines will be included. Field work will be done by Bascom Johnson of New York, who directed the earlier study, and by Charles Pindor and Alma Sundquist.

## At Columbia

COURSES in the organization of public opinion, current social problems, sociology, social welfare legislation, mental hygiene, housing, child placing, statistics, and social evolution are included in the curriculum of the Extension Department of Columbia University in the current term. Instructors include Theodore Abel, sociology; LeRoy E. Bowman, social science; Robert E. Chaddock, social economy; George A. Hastings, social economy; Samuel McC. Lindsay, professor of social legislation; Robert M. MacIver, Lieber professor of political philosophy and sociology; Frank A. Ross, assistant professor of sociology; Sophie van S. Theis, social economy; Franklin Thomas, lecturer in sociology; and Edith Elmer Wood, social economy. The course on The Organization of Public Opinion, inaugurated in 1928, will be given both semesters this year by George A. Hastings. It consists of lectures, readings, and discussions and is primarily for persons interested in health and welfare work.

## Meet G. S.

GERTRUDE SPRINGER has sprung from Better Times to The Survey. With this issue of the Midmonthly, she takes over, as associate editor, the Social Practice Department, formerly edited by Mary Ross. Miss Ross continues as associate editor and editor of the Health Department, but will devote part of her time to the Julius Rosenwald Fund in its public health program. Mrs. Springer has been managing editor of Better Times for nine years. In addition to her Survey work she is chairman of the New York Social Work Publicity Council and vice-president of the New York City Conference of Social Work for 1931.

## Elected at Prague

THREE American social workers were elected vice-presidents of the International Congress of Criminology and Prisons at the tenth annual meeting in Prague in August: Hastings H. Hart of the Russell Sage Foundation; Sanford Bates of Washington, superintendent of Federal Prisons; and Edward R. Cass of New York, general secretary of the American Prison Association. Among the American delegates were Leon C. Falkner, vice-president American Prison Association, Mrs. Otto Wittpenn of the New Jersey Board of Control, William Lewis Butcher of the New York State Crime Prevention Bureau.

## Page Miss de Schweinitz

DOROTHEA DE SCHWEINITZ in the September Midmonthly, pictured the plight of the man-less social worker. But here is one bit of research she missed, reported by the Travelers' Aid Society of Washington.

*Male Voice on Telephone*: May I speak to Mr. White?

*Worker*: Sorry! You must have the wrong number. This is the Travelers' Aid Society. There are no men here.

*Male Voice* (*with genuine sympathy*): Now isn't that a pity.

## A Man's Work

SOCIAL WELFARE—A MAN'S WORK, is the arresting title of a brochure published by the School of Sociology and Social Service of Fordham University, New York City. "There exists a prevailing yet erroneous opinion," states the author, "that social service is solely a work for women. The reason for such an opinion is due, in part, to the fact that 90 per cent of the work can be and is being done by women efficiently and at lower salaries than paid to men for similar labor. By nature, woman is better fitted to do family case work. In her contacts with domestic difficulties, one of the most important phases of all social work, woman is conceded the field. There are, however, many positions where men are needed to deal with men and men in the making." The pamphlet then describes in some detail the opportunities open to men as directors of community chests, with emphasis on the raising of funds. In discussing the fitness of men to hold executive positions, the pamphlet continues: "A more debatable issue is raised in the question of man's general fitness and acceptability for most of the executive positions. Well-qualified women naturally resent limitations of opportunities not defined by merit. No doubt the effectiveness of a certain few is lessened by inequalities seemingly unjust. On the whole, however, women recognize the assistance that the opposite sex can render to the profession, notably in contributions to professional standards, and therefore they welcome men to the field. As the usefulness of social work to the public becomes more and more firmly established through enlightenment, there must be a corresponding growth of male leaders if the sex is to retain its present position of superiority. Hence, the need of men of character, men of experience, men of education." The pamphlet then describes the opportunities, and salaries, available to trained men as public welfare officials, parole officers, adult and juvenile probation officers, institution managers, and recreation directors.

## Books for Social Workers

FROM time to time there are published in this department lists of books which well-known social workers have read recently and enjoyed. Here are a few; others will be welcomed by the editors.

Pierce Atwater, executive secretary, St. Paul Community Chest: Ultima Thule, by Henry Handel Richardson, a book of striking strength, set in Australia, depicting a disintegrating personality and reactions on family life by rapidly succeeding failures; The Good Companions, by J. B. Priestly, an English novel of great charm, humor and, fortunately, of great length; Contemporary Sociological Theories, by P. Sorokin, textbook dealing with problems of social theory—encyclopedic in its scope, but rather dull in presentation.

Arthur Dunham, secretary, Child Welfare Division, Public Charities Association of Pennsylvania: The Case of Sergeant Grischa, by Arnold Zweig, a gripping military case record; humanity vs. policies, peculiarly wholesome for those of us who are case workers, social work executives or public officials; John Brown's Body, by Stephen Vincent Benet, the Civil War period lives again in this intensely modern poem—infinitely worth reading.

Lily E. Mitchell, director of child welfare, North Carolina Board of Public Welfare: The Science of Public Welfare, by Robert W. Kelso, a splendid summary of the development of public welfare in the United States, with the English background for the movement—public welfare methods interestingly presented; Behaviorism, by

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John B. Watson; The Normal Mind, by Burnham; William Gregg—Factory Master of the Old South, by Mitchell, particularly interesting in view of the strikes in the textile industry in North and South Carolina; The Forsyte Saga, by John Galsworthy.

## A Social Sob Sister?

"I HAVE often cogitated," writes J. K., "the possibilities of a newspaper sob column run by a social worker, which would reach thousands of young men and women, and some not so young, who have emotional and social difficulties and who hesitate to approach a social agency, even if they should know where to go; and who also hesitate to approach the church for fear of being proselyted. Such people seek anomymity in the newspaper. If we could substitute for the usual sob column a social worker who, without the label of social work, would establish the contact between these people and the social agencies, I think we would be doing a real service."

## Government Positions Open

THE U. S. Civil Service Commission announces open competitive examinations for Psychiatric Social Worker at $2000 a year and Junior Social Worker at $1800 a year, to fill vacancies in the Veterans' Bureau hospitals throughout the United States. Applications must be filed with the U. S. Civil Service Commission not later than December 30, 1930. Further information can be obtained from the U. S. Civil Service Commission, Washington, D. C., or from the secretary of U. S. Civil Service Board of Examiners or the post office or custom house of any city.

The executive department, Division of Parole, New York State, at Albany, announces vacancies as follows: chief parole officer at $6000, age limits 30 to 50 years; case supervisors, three vacancies at $4000 each, age limits 25 to 50 years; and parole officers, forty vacancies, age limits 21 to 60 years. Detailed information may be obtained by addressing the Executive Department, State Division of Parole, Albany, N. Y.

## Here and There

JUDGE IRVING I. GOLDSMITH, chairman of the newly created Parole Board of New York State, has been compelled to resign because of ill health. Governor Roosevelt has appointed as his successor Dr. Joseph Waldron Moore, who has been acting superintendent of Matteawlan State Hospital. The other members of the Parole Board are Bernard J. Fagan of New York City and Frank Hanscom of Troy. Judge Goldsmith reported, in tendering his resignation, that "the scheme of organization for the parole work of the State has been perfected and the major policies of the department have been defined and established."

THE SOCIAL WORK PUBLICITY COUNCIL in an annual report as beautiful and effective as one would expect of a publicity council, proposes its new plan of membership. Old members are urged and others are invited to pay $5 for senior membership, instead of $2, which now is the fee for juniors. C. M. T., the Council's new president, guarantees that for $5 you can enter the inner circle where Bob Kelso, Howard Knight, the Routzahns and even Willa Cather will call you by your first name.

ATLANTA now has its Social Agency Center. At 282 Forrest Avenue, next door to the Atlanta Tuberculosis Association, will be housed the Georgia Tuberculosis Association, the Georgia Conference of Social Work, the Child Welfare Associations of Fulton and DeKalb Counties, the Raoul Foundation and the Southern Tuberculosis Association.

THERE ARE 3403 FULL-TIME social workers in New York City, 284 part-time and 1044 specialists other than social workers on the staffs of 606 organizations, according to a recent report of the Census Committee of the New York City Chapter, American Association of Social Workers.

THE FREE SYNAGOGUE HOUSE of New York City offers extension courses for professional social workers beginning October 6, and continuing on Monday evenings, at 40 W. 68 Street. Courses are offered in Medical Social Work, Cultural Background of Racial and Religious Groups, and Changing Aspects of Marriage and Family Life. Dr. Sidney E. Goldstein will conduct the courses in Cultural Backgrounds and Marriage.

ANITA EDGAR JONES is leaving the Chicago Immigrants Protective League to become head resident of the San Diego Neighborhood House; succeeding Dr. Panunzio. This settlement is one of the few in the country with a Mexican clientele. Miss Jones' first neighborhood work was in Texas. Later she made an extensive sociological study of the Mexican colony in Chicago while in residence at Hull-House. Still later, under the Federal Children's Bureau, her work placed her among the "colonials" of New Mexico. She brings an extraordinary background of experience and knowledge to this San Diego center.

WE WERE WRONG in stating that Dorothy Carter, superintendent of the Dutchess County (N. Y.) Health Association at Poughkeepsie would join the Syracuse Department of Health. It is the staff of The Public Health Nurse that Miss Carter will join, in December, succeeding Marjory Stimson.


ADMINISTRATOR'S GUIDE

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## Bulletin Board

AMERICAN PRISON CONGRESS: Louisville, Ky., October 10-16. General Secretary, E. R. Cass, 135 E. 15th St., New York.

NEBRASKA STATE NURSES ASSOCIATION: Omaha, October 13-14. Secretary, Gertrude Kransnick, 1023 Sharp Bldg., Lincoln.

TENNESSEE STATE NURSES ASSOCIATION: Knoxville, October 13-14. Secretary, Gertrude Holmes, Methodist Hospital, Memphis.

ARKANSAS CONFERENCE OF SOCIAL WORK: Little Rock, October 13-14. Secretary, Mrs. W. P. McDermott, 5326 Sherwood Road, Little Rock.

VERMONT CONFERENCE OF SOCIAL WORK: Manchester, October 14-15. Secretary, Mrs. Ione E. Locke, Springfield.

MISSISSIPPI VALLEY CONFERENCE ON TUBERCULOSIS: Rockford, Ill., October 14-16. Secretary, Dr. Robinson Bosworth, Rockford Sanitorium, Rockford, Ill.

NORTH DAKOTA STATE NURSES ASSOCIATION: Fargo, October 14-17. Secretary, Alice O. Danielson, Grand Forks.

MISSISSIPPI STATE NURSES ASSOCIATION: Natchez, October 15. Secretary, Mrs. Inez Belland Hooper, Auditorium, Jackson.

MINNESOTA STATE NURSES ASSOCIATION: St. Paul, October 15-18. Secretary, Caroline Rankiellour, 148 Summit Ave., St. Paul.

ILLINOIS STATE NURSES ASSOCIATION: Rockford, October 16-17. Secretary, Ella Best, 509 S. Honore St., Chicago.

MAINE STATE CONFERENCE OF SOCIAL WORK: August, October 16-17. Secretary, Rosa Pearl Danforth, 8a Brown St., Portland.

IOWA STATE CONFERENCE OF SOCIAL WORK: Davenport, October 19-21. Secretary, Mrs. Dorothy Tumy, Social Service League, Court House, Oskaloosa.

CHILD STUDY ASSOCIATION OF AMERICA: New York City, October 20-21. Secretary, Hettie Harris, 54 W. 74th St., New York City.

NATIONAL COUNCIL, Y.M.C.A.: Chicago, October 20-23. General secretary, Fred W. Ramsey, 347 Madison Ave., New York.

AMERICAN HOSPITAL ASSOCIATION: New Orleans, October 20-24. Secretary, Helen Beckley, 18 E. Division St., Chicago.

NEW YORK STATE NURSES ASSOCIATION: Syracuse, October 21-23. Secretary, Una A. Kranz, State Hospital, Utica.

WASHINGTON STATE CONFERENCE OF SOCIAL WORK: Bellingham, October 23-25. Secretary, Marion Hathway, University of Washington, Seattle.

NEW YORK STATE ASSOCIATION OF JUDGES OF CHILDREN'S COURTS: Rochester, October 24-25.

ALABAMA STATE NURSES ASSOCIATION: Montgomery, October 25-27. Secretary, Linna H. Denny, 1320 N. 25th St., Birmingham.

ARKANSAS STATE NURSES ASSOCIATION: El Dorado, October 27-28. Secretary, Blanche Tomaszewska, 1004 W. 24th St., Pine Bluff.

GEORGIA STATE NURSES ASSOCIATION: Atlanta, October 27-29. Secretary, Mrs. J. F. Hawthorne, 410 Arnold St., N. E., Atlanta.

AMERICAN PUBLIC HEALTH ASSOCIATION: Fort Worth, Texas, October 27-30. Secretary, Homer N. Calver, 370 Seventh Ave., New York.

PENNSYLVANIA STATE NURSES ASSOCIATION: Allentown, October 27-31. Secretary, Esther R. Entriken, 400 N. 3rd St., Harrisburg, Pa.

LOUISIANA STATE NURSES ASSOCIATION: Munroe, October 30-31. Secretary, Margaret Price, 2411 Banks St., New Orleans.

MICHIGAN STATE CONFERENCE OF SOCIAL WORK: Ann Arbor, November 5-7. Secretary, Mrs. Edith M. Dademan, 306 Association of Commerce Bldg., Grand Rapids.

ILLINOIS CONFERENCE OF SOCIAL WORK: Springfield, November 11-13. Secretary, Edna Zimmerman, The Capitol, Springfield.

## Personal News

W. E. ALLEN has been appointed superintendent of the Texas School for the Blind.

LILLIAN AMIRAUX has been appointed executive Secretary, A.R.C., Everett, Wash., succeeding Cora Irvine.

DR. ROSE G. ANDERSON, formerly psychologist at Minneapolis Child Guidance Clinic, has

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joined the staff of the Westchester County (N. Y.) Children's Assn., to direct the Educational Adjustment Bureau which the Association is operating as a demonstration clinic at the North Tarrytown School.

LAURA ARCHER has been appointed junior social worker, U. S. Veterans Hospital, North Little Rock, Ark.

ROSWELL ARRIGHI, formerly executive secretary, Family Welfare Society of Bridgeport, has been appointed executive secretary United Charities, Dallas.

CHARLOTTE BENGERT, formerly in charge of the Community Center and Nursery, Carmel, California, has been appointed assistant to the probation officer, Monterey County, Calif., and will have charge of relief and family case work in Monterey County.

REGINA BIGLAN has been appointed psychiatric social worker, U. S. Veterans' Hospital, Northport, N. Y.

LEROY E. BOWMAN has been appointed director of extension work of the Summer Play Schools Committee, Child Study Assn. of America.

MARJORIE S. BROOKER has been appointed psychiatric social worker, U. S. Veterans' Bureau, Milwaukee.

AMY BROOKS has been appointed junior social worker, U. S. Veterans' Hospital, American Lake, Wash.

AGNES BURLINGAME has been appointed psychiatric social worker, U. S. Veterans' Bureau, Seattle.

HENRY V. BYE and Mrs. Bye have been appointed superintendent and matron, Montreal Hebrew Orphans' Home.

MARGARET D. CLAFLIN has been appointed publicity secretary, Ohio Public Health Assn.

DR. WALTER H. CONLEY has resigned as general medical director, New York City Dept. of Hospitals.

IRENE FARNHAM CONRAD, formerly associate director of the New Orleans Community Chest, has been appointed managing agent of the Syracuse Community Chest, succeeding W. W. Nicholson.

LOLA M. CRANDALL has been appointed executive secretary Mental Health Clinic of Reading, Pa., succeeding Frances A. Foster.

BESS CRISMAN, former executive secretary of the McPherson County Chapter, A.R.C., McPherson, Kansas, is now executive secretary, Ford County Chapter, A.R.C., Dodge City, Kans., succeeding Esther Twente.

ESTHER LOUISE DIBBLE has been appointed executive of the Associated Charities of Bridgeport.

PHILIP W. DODD has resigned as publicity director, Harrisburg Welfare Fed., to become field secretary of St. Christopher's School, Dobbs Ferry, N. Y.

MARGARET I. DONLEY, formerly psychiatric social worker, U. S. Veterans' Bureau, Seattle, has been appointed executive secretary, Washington Society for Mental Hygiene, Seattle.

O. L. DUGGAN, Scout Executive in Denver for the past five years, has accepted a similar position in Dallas, Texas.

MILDRED DYER, formerly with Social Welfare League of Seattle, has joined the staff of the Medical Social Service Dept., Children's Orthopedic Hospital, Seattle.

CHRISTINE ELLIOTT has been appointed secretary of the Lexington (Ky.) Community Chest.

RUTH ENDRIS, formerly with the Travelers' Aid Society, Seattle, now with Travelers' Aid Society, New York.

NELLIE EVANS, formerly secretary of the San Jose Chapter of the American Red Cross has joined Santa Clara County Charities Dept.

DOROTHY EVERSON has resigned as district secretary Family Welfare Assn. of Omaha, to accept a similar position in Pittsburgh.

DR. PAUL J. EWERHARDT, formerly director of the Child Guidance Committee, Providence, R. I., has been appointed director of the Child Guidance Committee of Washington, D. C.

CYNTHIANN FENNELL has been appointed visitor-in-training, Family Welfare Assn., Omaha.

EMILY FERRIS has been appointed executive secretary of the Arkansas City, Kansas, Chapter of the American Red Cross.

ESTELLE S. GABLE, formerly executive secretary, Michigan Children's Aid Society at Battle Creek, has been appointed executive secretary, Michigan Children's Aid Society, Lansing.

KATHARINE GODFREDSON, formerly executive secretary Arkansas City (Kans.) Chapter, American Red Cross, has been appointed special Roll Call representative for the Midwestern Branch, A.R.C.

DR. IAGO GALDSTON, formerly secretary of the Health Education Bureau, New York Tuberculosis and Health Association, now director of the Medical Information Bureau, New York Academy of Medicine.

JULIUS GOLDMAN has been appointed executive secretary of the New Orleans Community Chest, succeeding Bradley Buell, who is now on the staff of the Assn. of Community Chests and Councils.

CLARA B. GOULD has resigned as executive secretary, Santa Clara County (Calif.) Health Center, and is now the advisory nurse of the County Health Dept.

ANNIE GRASS has been appointed director of nursing, Grasslands Hospital, Westchester County, New York.

ARTHUR A. GUILD has been elected chairman of the Blue Ridge Conference for 1931.

MARJORIE HAY, formerly senior visitor, Family Welfare Assn., Omaha, has been appointed district secretary, succeeding Dorothy Everson.

MARGARET L. HERRICK has been appointed junior social worker, U. S. Veterans' Bureau, St. Louis.

JEFFERSON D. HICKS, formerly with the Pittsburgh School for the Blind, has been appointed assistant secretary, Connecticut State Board of Education of the Blind, succeeding Jarvis C. Worden.

DR. IRA V. HISCOCK, professor of public health and hygiene at Yale University, is making an appraisal survey of the health activities of San Francisco.

CLARA B. HOLDEN has resigned as Director of Community Work at the Home School for Girls, Sauk Centre, Minnesota.

HELEN HUDSON has been appointed junior social worker, U. S. Veterans' Bureau, Pittsburgh.

ELIZABETH HULBERT has been appointed psychiatric social worker, U. S. Veterans' Hospital, Bedford, Mass.

JOHN L. IRWIN has been appointed executive secretary of the Portland (Maine) Community Chest.

VERNE J. JACOX, formerly Chief Attendance Officer in Flint, Michigan, is now Chief Probation Officer, Luzerne County, Pa.

VIOLET JERSAWIT, formerly with Jewish Board of Guardians, New York City, has joined the staff of the Child Study Assn. of America.

SELMA JOHNSON has been appointed public health nurse in Todd County, Minn., where the nursing service is to be financed by the Red Cross chapter at Long Prairie and by the county.

MARION KAHLENBERG has been appointed psychiatric social worker U. S. Veterans' Bureau, Detroit.

HELEN KEIM has resigned as assistant secretary, Lycoming County Children's Aid Society, Williamsport, Pa.

DR. WILLIAM J. KERR has been appointed chairman of the Heart Committee of San Francisco.

LAVINIA KEYES, formerly social worker of Connie Maxwell Orphanage, Greenwood, S. C., is now on the staff of the Children's Division, Dept. of Public Welfare, Georgia.

JOSEPHINE KILBURN, formerly with the Division of Mental Hygiene, Toronto Department of Public Health, has been appointed chief social worker and parole supervisor, Provincial Mental Hospital, Essondale, B. C.

CLARENCE KING, formerly executive secretary of the Bridgeport Community Chest and now publicity counselor, has been appointed executive secretary of the Stamford (Conn.) Community Chest.

DR. GEZA KREMER has resigned as medical superintendent Sea View Hospital, New York.

CHARLES O. LEE, formerly executive secretary of the Tulsa (Okla.) Community Fund, has been appointed executive secretary of the Memphis Community Fund.

RUTH LERRIGO has been appointed managing editor of Better Times, welfare magazine of New York City.

CLARENCE E. LENHART has been appointed secretary of the Berwick (Pa.) Welfare Fed.

BETSY LIBBEY, supervisor of districts of the Family Society of Philadelphia, has been appointed general secretary of that organization. Miss Libbey succeeds Karl de Schweinitz, who recently resigned to become executive secretary of the newly-formed Community Council of Philadelphia.

ANNA E. LOVE has joined the nursing staff of the Assn. for Improving the Condition of the Poor, New York City.

DR. LEROY M. A. MAEDER, medical director of the Mental Hygiene Committee of the Public Charities Assn. of Pennsylvania, is studying in Switzerland, Austria, and Germany for six months.

DR. FRANCIS N. MAXFIELD has completed the inauguration of the Educational Adjustment Bureau of the Westchester County (N. Y.) Children's Assn., and has resigned his duties at Ohio State Univ.

MIRIAM MCCAFFERY has resigned as special assistant, Social Welfare League, Seattle.

ELLEN MCDONALD is now secretary of the San Jose Chapter of the American Red Cross and secretary of the Social Service Exchange.

FRANCES MCGLAUHRY has resigned as medical social worker, Naval Hospital, Bremerton, Wash., to study at the University of Chicago. She has been succeeded by Elizabeth McKinley, formerly of Letterman Hospital, San Francisco.

KATHERINE E. MORAN has been appointed executive secretary of the newly organized community chest at Fitchburg, Mass.

HAROLD B. NEARMAN has been appointed field representative, A.R.C., in West Virginia.

HELENA ODIORNE has been appointed junior social worker, U. S. Veterans' Hospital, New York City.

IDA OLIN, formerly with the Minneapolis Child Guidance Clinic, has joined the Connecticut Society for Mental Hygiene as case worker.

ROBERT W. OSBORN, formerly with the State Committee on Tuberculosis and Health of the State Charities Aid Assn., is now executive secretary, Buffalo Tuberculosis Assn.

ELIZABETH OSBORNE has been appointed psychiatric social worker, U. S. Veterans' Hospital, New York City.

DR. WINFRED OVERHOLSER has been appointed assistant commissioner, Massachusetts State Department of Mental Diseases, succeeding Dr. Theodore A. Hoch.

MERLIN M. PAINE, formerly assistant executive Bridgeport Community Chest, has been appointed executive secretary of the newly formed Community Chest at New Brunswick, N. J.

JOSEPHINE PARKER has joined the staff of the Christian Orphans' Home, St. Louis.

MARTHA E. PHILLIPS, formerly field representative of the Council of Social Agencies of Los Angeles, has been appointed supervisor, Family Welfare Assn., Los Angeles.

GEORGE S. RALEY, county judge and judge of the Children's Court of Warren County, New York, died at his home at Glen Falls, N. Y. Judge J. Ward Russell has been appointed to fill the vacancy.

MARGARET REID, formerly nursing supervisor of the Bronx Division, Assn. for Improving the Condition of the Poor, New York City, has been appointed assistant national director of public health nursing, American Red Cross.

GLADYS ROLLER has been appointed psychiatric social worker, U. S. Veterans' Hospital, Palo Alto, Cal.

AGNES SAWYER has resigned from the staff of the Y. W. C. A., Williamsport, Pa.

ALICE SAXTON has resigned from the staff of the Y. W. C. A., Williamsport, Pa.

HELEN SHACKLEFORD, formerly with the county agency department, Children's Aid Society of Pa., is now executive secretary Berks County Children's Aid Society, Reading, Pa.

OLIVER SHERMAN has been appointed publicity director, Chicago Tuberculosis Institute, succeeding Jane Hoffard, deceased.

CHARLENE E. SH LAND has been appointed executive secretary of the Michigan Children's Aid Society, Battle Creek.

RUTH SIMERING has been appointed psychiatric social worker, Veterans' Hospital, American Lake, Washington.

ANNE JANE SIMPSON has been appointed psychiatric social worker, U. S. Veterans' Hospital, Gulfport, Miss.

MARJORIE O. SMITH, formerly director of child health education for the Indiana Tuberculosis Assn., has been appointed executive secretary, Winnebago County Tuberculosis Assn., Rockford, Ill.

RAY W. SMITH, executive secretary of the Community Chest, has been elected President of the Social Workers' Alliance of San Francisco.

EFFA H. SPENCER is now executive secretary, Monterey Peninsula Community Chest, Carmel, California.

EDITH STANTON, formerly director of Asilomar Conference and Vacation Ground of the National Y.W.C.A., has been appointed general secretary, Y. W. C. A., Los Angeles.

E. FRED SWEET, formerly on the probation staff, Monroe County Court, Rochester, N. Y., has been appointed federal probation officer for the Southern District of New York.

KATHERINE TAYLOR, formerly with the Girl Scouts in Elizabeth, N. J., is now executive of the New Haven Council of Girl Scouts.

EMILY TWENTE, formerly executive secretary McPherson County Chapter, A. R. C., McPherson, Kans., has been appointed secretary Family Service Society, Kansas City, Kans.

MARTHA VANMETER, formerly health counsellor in the Western Junior High School, Louisville, has been appointed director of child health education, Indiana Tuberculosis Association, succeeding Marjorie O. Smith.

GERALD WEBB has resigned as executive secretary of the Memphis Community Fund.

KATHERINE Z. W. WHIPPLE is now secretary of the health education service of the New York Tuberculosis and Health Assn., succeeding Iago Galdston, M.D.

GEORGE H. WHISLER, formerly assistant executive secretary of the San Francisco Community Chest, has been appointed chief probation officer of the Juvenile Court in San Francisco.

VELMA WILLIAMS is acting secretary of the Tulsa (Okla.) Community Fund.

MARY WOLCOTT has resigned as district supervisor, Social Welfare League, Seattle.

MRS. ROBERT A. WOODS, formerly of South End House, Boston, is now head resident, Neighborhood Settlement Assn., Los Angeles.

MARY C. WOODWARD, formerly with Connecticut State Dept. of Child Welfare, has been appointed probation officer of the Juvenile Court of Bridgeport.

JARVIS C. WORDEN has been appointed director of work for the blind in Rhode Island.

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# COMMUNICATIONS

## Upton Sinclair Bibliography

To the Editor:

Readers of foreign languages may be interested to know that I have compiled a bibliography of foreign editions and translations of my books. The pamphlet records a total of 525 titles in thirty-four countries. As there have been many unauthorized editions, and as information from the more remote countries is difficult to obtain, I will be glad to have additions and corrections from anyone. The bibliography will be kept up-to-date, and reissued at intervals. A copy will be sent free to booksellers, librarians, and any others who may have use for it.

*Pasadena, California* Upton Sinclair

## Heart Growth in Childhood

To the Editor:

I have not seen the book by Dr. Inskeep[1] nor do I know the reviewer of her book, but if the latter has any real clinical or practical experience with growing children he or she will have to make other selections than the one quoted as "mistakes hard to excuse," to prove that the writer of the book is wrong. We have plenty of "clinical" experience to show that the internal organ growth because of its irregularity is the most critical of all questions in the practical control of child activity. It would be easy to point out a number of studies showing effects of heart and artery growth in childhood and its relation to stability of health. I protest against the wrong impression this quotation gives of the subject under discussion. John T. McManis

*Flint Junior College*

To the Editor:

Mr. McManis objects to my selection of statements in Dr. Inskeep's Book, as "mistakes hard to excuse." He offers as an argument the statement, "We have plenty of 'clinical' experience to show that the internal organ growth because of its irregularity is the most critical of all questions in the practical control of child activity. It would be easy to point out a number of studies showing effects of heart and artery growth in childhood and its relation to stability of health".

I must reemphasize that the reason for my unfavorable comment on the above parts of Dr. Inskeep's book holds good for Mr. McManis' objection to my criticism; namely, that it is unscientific, founded on no authoritative experimental, clinical, or statistical evidence.

I shall be very glad to discuss in more detail those "number of studies showing effects of heart and artery growth in childhood and its relation to stability of health," if Mr. McManis will kindly refer me to such literature. Grete Seham

## Authors as Illustrators

To the Editor:

The Survey, always human, has touched on a human impulse when it invites its contributors to provide both "words and music," as the editor aptly expresses his idea of text and illustration.

The magazine has also opened the way for some modernistic expression in the art of illustration not knowing perhaps that the amateur with the drawing pen is a rebel at heart against all form and design, and that in his naive illustration he has not "gone modern" but is and always has been.

Modern art, which is sometimes defined as getting back to the spirit of the ideal, is thus illustrated by those contributors whom the editor of The Survey has beguiled into putting in graphic form the whimsicalities of their minds. The queer shaped midgets and figures illustrating their articles often express the idea exactly, and that is what the movement in modern art is hot after. Form is secondary to the modernist; the spirit of the thing is the essential. We must not be fooled by the finish of a thing. Those active figures which adorn the text may not be drawn as Raphael would have drawn them, but they illustrate an idea quite as well. In fact, if it is for one's own manuscript, they probably do it better.

A friend once said to me, "Let's start an amateur writer's club in which no one would be allowed who had ever published anything." That was the right idea—to get free from the notion that every child of our brain must earn money for us. The pleasure of doing should be its own reward for the amateur. With the weight of possible public recognition and monetary reward over us, our unique and whimsical originality flies out of the window, replaced by thoughts of "what will they like?"

Amateurs in the arts are overwhelmed nowadays by the high returns of fortune which come to those whom the public favors. You do a mere trifle in drawing or painting or writing and kind friends urge you to sell it, and when you get the financial possibilities in the back of your head, your amateur status is as good as lost as well as your own innate originality.

When it comes to doing things outside of our own little job, most of us have "spectatoritus" in as acute form as the bleacherite. We want to admire art and craftsmanship and think that we are fully rounded out culturally if we do. But we are only sitting on the grandstand. Therefore, I endorse the editor's original suggestion of "words and music" by the contributor.

Charles J. Storey

## Volunteers Wanted

To the Editor:

The Bureau of Employment of the New York State Department of Labor needs volunteers, young college men and women to help find work for the unemployed. The work these volunteers will be asked to do is twofold, interviewing applicants and visiting employers to secure jobs for workers.

Our appropriation does not allow us to offer salaries for this work, but what we have to offer these students of economics and sociology is something tuition fees cannot buy. Volunteer representatives of the Bureau of Employment get a cross section of life and labor that will give a practical human edge to the theories they get in their college courses. Here is an opportunity to perform a valuable public service and in addition to get a better insight into the industrial situation than could be pried out of text books.

During the past summer eleven college men and women gave from four to six weeks' volunteer service with such success that the Bureau is organizing a volunteer group to relieve the strain on the undermanned staff during the fall and winter.

Students who are interested can secure further details from the Bureau of Employment, New York State Department of Labor, 114 East 25th Street, New York City.

*Chief, Bureau of Employment* Fritz Kaufmann

[1] CHILD ADJUSTMENT IN RELATION TO GROWTH AND DEVELOPMENT, *by Annie Dolman Inskeep, Ph.D. Appleton.* (Reviewed in The Survey, August 15, 1930, page 440.)



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# DIRECTORY OF SOCIAL AGENCIES

## Health

**AMERICAN BIRTH CONTROL LEAGUE INC.**— Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

**AMERICAN SOCIAL HYGIENE ASSOCIATION**— 370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

**THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.**—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. George K. Pratt, assistant medical director; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. 200 pamphlets on various aspects of mental hygiene. A complete list of publications sent upon request. "Mental Hygiene", quarterly, $3.00 a year; "Mental Hygiene Bulletin", monthly, free with magazine subscription or separately $1.00 a year.

**NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING**— 370 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

**NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS**— Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

**NATIONAL TUBERCULOSIS ASSOCIATION**— 370 Seventh Ave., New York. Dr. Henry Boswell, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

## Home Economics

**AMERICAN HOME ECONOMICS ASSOCIATION**— Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics: office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

## Education

**ART EXTENSION SOCIETY, INC.**— The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

**WORKER'S EDUCATION BUREAU OF AMERICA** — A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 1440 Broadway, New York City. Spencer Miller, Jr.,, Secretary.

## Foundations

**AMERICAN FOUNDATION FOR THE BLIND, INC.**— 125 East 46th Street, New York. Promotes the creation of new agencies for the blind and assists established organizations to expand their activities. Conducts studies in such fields as education, employment and relief of the blind. Supported by voluntary contributions. M. C. Migel, President; Robert B. Irwin, Executive Director; Charles B. Hayes, Field Director.

**RUSSELL SAGE FOUNDATION**—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

## National Conferences

**NATIONAL CONFERENCE OF SOCIAL WORK**— Richard C. Cabot, president, Boston; Howard R. Knight, secretary, 277 E. Long St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-eighth annual convention of the Conference will be held in Minneapolis, June 14-20, 1931. Proceedings are sent free of charge to all mebers upon payment of a membership fee of five dollars.

**THE NATIONAL CONFERENCE OF JUVENILE AGENCIES**— Roy L. McLaughlin, Howard, Rhode Island, President. A national organization for the study of methods of treatment, training and control of problem and unfortunate children. Annual meeting at Louisville, Kentucky, October 9th, 10th and 11th, 1930. The Conference brings together the leaders in special education, social case work, probation, public welfare departments, the personnel of institutions caring for dependent and delinquent children, and the leaders in organizations concerned with club work and recreation for juveniles.

## Religious Organizations

**COUNCIL OF WOMEN FOR HOME MISSIONS**— 105 E. 22d St., New York Composed of the national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action and to represent Protestant church women in such national movements as they desire to promote interdenominationally.

Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard, Western Supervisor.
Womens interdenominational groups — state and local—are promoted.

**FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA**— Constituted by 27 Protestant communions. Rev. C. S. Macfarland, Rev. S. M. Cavert and Rev. J. M. Moore, Gen. Sec's.; 105 E. 22d St., New York City.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.
Committee on Goodwill between Jews and Christians, Rev. E. R. Clinchy, Sec'y.

**GIRL'S FRIENDLY SOCIETY OF THE U. S. A.**— 386 Fourth Avenue, New York City. A national organization for all girls, sponsored by the Episcopal Church. Provides opportunities for character growth and friendship through a program adapted to local needs. Membership 46,000.

**NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS**— Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

**NATIONAL COUNCIL OF JEWISH WOMEN**— 625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Service for Foreign Born. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman; Cecilia Razovsky, Secretary.

Department of Farm and Rural Work, Mrs. Abraham H. Arons, Chairman; Mrs. Elmer Eckhouse, Secretary. Program of education, recreation, religious instruction and social service work for rural communities.


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# DIRECTORY OF SOCIAL AGENCIES

## Religious Organizations

**THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES** — 347 Madison Avenue, New York City. Composed of 360 elected representatives from local Y.M.C.A's. Maintains a staff of 135 secretaries serving in the United States and 142 secretaries at work in 32 foreign countries. Francis S. Harmon, President; Adrian Lyon, Chairman, General Board; Fred W. Ramsey, General Secretary.

William E. Speers, Chairman Home Division. R. E. Tulloss, Chairman Personnel Division. Thomas W. Graham, Chairman Student Division. Wilfred W. Fry, Chairman Foreign Committee.

## Racial Adjustment

**NATIONAL URBAN LEAGUE**—?or social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro socal workers. Publishes "Opportunity"—a "journal of Negro life."

## Child Welfare

**ASSOCIATED GUIDANCE BUREAU, INC.**—One East Fifty-Third Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Work includes consultation and home service with behavior maladjustments of children, adolescents, and young adults. For information address Jess Perlman, Director.

**CHILD WELFARE LEAGUE OF AMERICA**—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

**NATIONAL CHILD LABOR COMMITTEE**—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

## Recreation

**NATIONAL RECREATION ASSOCIATION**— 315 Fourth Ave., New York City, Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

## Women's Trade Union

**NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA** — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; Machinists Bldg., 9th and Mt. Vernon Place, N. W., Washington, D. C. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

(*Continued from page* 101) adolescence and marriage. Questions of heredity and nurture, sex, social behavior, and family relationships are treated in their relation to the child's character development. The material is systematically arranged in "lessons," each designed to form the basis for two discussion meetings. Each lesson presents a group of illustrative situations, a formulation of principles by which these may be approached, and a discussion of the contributing factors which influence the child's attitudes and behavior. Further reference reading is suggested and a comprehensive bibliography is appended.

The book is both human and liberal in its approach and authentic in its source material. It should be very helpful to groups of church parents and others who are willing to give serious thought and purposive study to the character training of their children.

SIDONIE MATSNER GRUENBERG
*Child Study Association of America*

## Unfettering the Dance

ELEMENTS OF THE FREE DANCE, *by Elizabeth Selden. A. S. Barnes. 163 pp. Price $1.50 postpaid of The Survey.*

THE purpose of this book is to set up a vocabulary, or rather to establish a family name, for the various groups whose essential kinship is now only loosely indicated by the cognomen of "barefoot dancing." The book then resolves itself into a somewhat exalted (and at times exalting) story of the impulse which finds its expression in the varying modes for which the family name is sought.

Sincerity, which the author gives as an essential to the life of this impulse, is a marked quality of her writing. With a peculiar fairness she indicates the chasm which yawns between the pretending and the ascending in the development of "barefoot dancing" as an art expression. It is primarily for its safeguarding that she seeks a common understanding. "Our language must clothe," she writes "what our spirit has formed." With this approach it is natural that the book should combine philosophy and technique (or perhaps it is the philosophy which is the technique). The result is, however, that both the dancer and the one who dances merely by observing, will find clarification of much that has heretofore seemed a little vague about this "new dance," "free dance." One chapter which is devoted to a comparison of the ballet and the free dance—or perhaps here it should be termed "rhythmic" as the author emphasizes this child of the family particularly here—is done by parellelling and is especially illuminating.

Briefly, the book is a vauable contribution to the cause to which the author has dedicated it: "The cause of study and criticism of the free dance."

HELEN F. INGERSOLL
*Neighborhood Playhouse Studios*

## A Point of View for Work

YOU AND YOUR JOB, *by Hon. James J. Davis and John C. Wright. John Wiley & Sons. 262 pp. Price $2.00 postpaid of The Survey.*

HERE is a record of the conversations between the two authors on topics which appear to be vitally significant to the young person who is just entering the industrial world as a worker. It is primarily a book to give a point of view and stimulation; no impressive and possibly misleading tables of correlations or earnings in various occupations are cited, so the book must be old-fashioned, yet it cannot be farther from the point than most "scientific" studies of single trait correlations.

Each author started at scratch in his own industrial battle and has learned much in the University of Hard Industrial Knocks that is not yet covered by "modern" vocational surveys and correlations. Their book should be stimulating and genuinely helpful to the early adolescent who has to win his living from the world. Such a one who reads it and acts seriously upon it will be likely to envision more than drudgery in his day's work and to do a better job of getting along on the job, for this is prepotently a viewpoint book forged from experience.

*Personal Analysis Bureau*
*Chicago, Illinois*
DONALD A. LAIRD

(*Continued on page* 112)



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**Abbe Ernest Dimnet,** author of The Art of Thinking,

*says* **YES**

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**STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912, of The Survey, published semi-monthly at New York, N. Y., for October 1, 1930.**

State of New York, } ss.
County of New York, }

Before me, a Commissioner of Deeds, in and for the State and county aforesaid, personally appeared John D. Kenderdine, who, having been duly sworn, according to law, deposes and says that he is the business manager of The Survey, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication, for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 411, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business manager are: Publisher, Survey Associates, Inc., 112 East 19 Street, New York City; Editor, Paul U. Kellogg, 112 East 19 Street, New York City; Managing Editor, Arthur Kellogg, 112 East 19 Street, New York City; Business Manager, John D. Kenderdine, 112 East 19 Street, New York City.

2. That the owner is: (if owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern, its name and address, as well as those of each individual member, must be given.) Survey Associates, Inc., 112 East 19 Street, New York City, a non-commercial corporation under the laws of the State of New York with over 1,900 members. It has no stocks or bonds. President, Robert W. deForest, 165 Broadway, New York, N. Y.; Vice-President, Julian W. Mack, 1224 Woolworth Building, New York, N. Y.; Secretary, John Palmer Gavit, 112 East 19 Street, New York, N. Y.; Treasurer, Arthur Kellogg, 112 East 19 Street, New York, N. Y.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

[Signed] JOHN D. KENDERDINE, Business Manager.

Sworn to and subscribed before me this 22nd day of September, 1930.
[Seal] MARTHA HOHMANN, Commissioner of Deeds, City of New York.
New York Co. Clerk's No. 146. New York Co. Register's No. 48-H-2.
Commission expires March 30, 1932.

(*Continued from page* 111)

## *RUN OF THE SHELVES*

### *A DESCRIPTIVE LIST OF THE NEW BOOKS*

LAW ENFORCEMENT, *compiled by Julia E. Johnsen. H. W. Wilson.* 411 *pp. Price* $2.40 *postpaid of The Survey.*

A REFERENCE handbook of selected articles on the increasingly discussed problem of law enforcement; it contains in addition a very complete bibliography.

SOCIAL CHANGES IN 1929, *Edited by William F. Ogburn. (Reprinted from American Journal of Sociology) University of Chicago Press.* 227 *pp. Price* $1.00 *postpaid of The Survey.*

THE THIRD annual volume in a series which purposes to bring the authoritative eyes of a number of experts, to bear upon the social changes of each year.

YOUTH IN HELL, *by Albert Bein. Cape & Smith.* 250 *pp. Price* $2.50 *postpaid of The Survey.*

THE CASUAL visitor to a prison or reformatory, seldom sees much except what he is meant to see. His deductions, therefore, and his reports, leave out the emotions, the fears, the smells, the hatreds, the sights, the unofficial and devastating facts. Albert Bein, a Jewish boy, went through the reformatory, graduated to the penitentiary, and has written about the former in this book.

A PICTURE OF WORLD ECONOMIC CONDITIONS AT THE BEGINNING OF 1930. *National Industrial Conference Board.* 196 *pp. Price* $2.50 *postpaid of The Survey.*

A STUDY OF THE STUDENT HOMES OF CHINA, *by Ava B. Milam. Teachers College, Columbia University.* 98 *pp. Price* $1.50 *postpaid of The Survey.*

PUBLIC WELFARE ADMINISTRATION IN CANADA, *by Margaret Kirkpatrick Strong. University of Chicago Press.* 246 *pp. Price* $3.00 *postpaid of The Survey.*

STUDIES IN QUANTITATIVE AND CULTURAL SOCIOLOGY, *Papers presented at the Twenty-fourth Annual Meeting of the American Sociological Society. University of Chicago Press.* 286 *pp. Price* $3.00 *postpaid of The Survey.*

THE BUREAU OF HOME ECONOMICS, *Its History, Activities and Organization, by Paul V. Betters. The Brookings Institution.* 95 *pp. Price* $1.50 *postpaid of The Survey.*

## THE NEGRO'S LIVELIHOOD

(*Continued from page* 82)

interested leaders in industrial and economic fields and in research and the following suggestions were worked out:

In view of the increasing competition of Mexican labor there would seem to be good reason for protecting the American-born Negro by placing the Mexican immigrant under the quota system.

The union situation might be bettered by a more effective policy of the American Federation of Labor in urging the organization of Negroes by the internationals and locals and the abatement of discriminatory practices by these bodies.

Efforts should be made to show the Negro the dignity of labor and the opportunities for him in industry. It is believed that a healthy point of view could be created in Negro communities and among highschool pupils by personnel workers or vocational educational guidance counselors. Negro organizations and individual leaders should also be enlisted in the work of preparing their people for industry as well as the professions which are too often considered the chief end of education.

It is important to strengthen industrial educational facilities by means of schools devoted solely to trade preparation, or, where this is impossible, the inclusion of industrial work in the highschools, always under a strong vocational guidance program.

Increase in the number and scope of employment offices should help to open new jobs and new plants to the Negro. The efficiency of these offices in handling Negroes is often increased by the addition of a Negro secretary to work with his group.



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**Credit:**

Pages 119, 125, 132, 136, 144

**International Relations:**

Pages 159, 161

**Penology:**

Page 156

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Pages 119, 125, 132, 136, 144

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